

THE LABOUR GAZETTE



"The Canadian Labour Congress has charted a new course, but only time will tell how closely it will be able to follow the directions laid down . . ." See: New Faces, New Directions for the Congress.

THE LABOUR GAZETTE

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**Labour
Canada**

**Travail
Canada**

NEWS BRIEFS

At Home...

Grad Demand Varies

It was a mixed market for university graduates entering the labour force this summer: engineers and commerce students found themselves in demand, and liberal arts and science graduates were more hard-pressed to secure employment.

University placement and on-campus Canada Manpower offices reported that, although the demand for engineering graduates with chemical engineering majors and for commerce graduates with accounting majors at times outstripped the supply, arts and science students were seen as lacking specific marketable skills and were less attractive to potential employers.

Starting salaries for engineers ranged from a low of about \$775 a month to \$1,200 a month for those with considerable work experience.

The average salary was approximately \$800 a month, an increase of about 10 per cent from last year's starting salaries. Commerce students with first degrees were starting at \$725 to \$825 monthly.

Placement officers were divided in opinion regarding the poorer employment record of arts graduates. Some officers contended that many arts graduates are drawn to competitive fields such as journalism or social work and that they consider selling jobs subservient. Other officers blamed employers who do not accept the idea that the purpose of arts degrees is to give flexibility in a number of areas, who do not give arts graduates credit for having the discipline and ability to earn their degrees, and who hire the education instead of the person.

Rail Pension Inquiry

A commission of inquiry into railway pension plans was announced in May by Labour Minister John Munro.

The commission will report on (1) the cost of living indexing of pension benefits; (2) the period used for the amortization of pension liabilities, particularly those respecting pension benefits improved after 1967; (3) the future development of the Canada and Québec Pension Plans, and the consequences of these developments on the whole of railway pension liabilities and employee benefits; (4) the application of the two-per-cent formula in railway pension plans for service of employees before 1956; and (5) the trusteeship and administration of railway plans.

The commission will also make a general comparison of the railway pension plans with the plans of the Public Service and Crown Corporations, and analyze employee and employer contributions to the plans.

The commission is necessary, Minister Munro, because although the Canadian National Railways and Canadian Pacific have both improved their pension plans, improvements do not meet either the needs of the employees or their demands as presented by railway unions. The latest round of negotiations between the railways and the various unions resulted in a negotiated agreement on pensions on March 16, 1973. With a difference of opinion among

concerning the cost of the agreement benefits, Dr. J. J. Deutsch was appointed to examine the matter.

Differences of opinion arose between the railways and the unions regarding certain assumptions Deutsch made in his investigation. The new commission will examine the remaining areas of dissatisfaction over the adequacy of railway pension plans.

Immigrant Workers

Canadian workers will have priority over foreign temporary workers who have been used in past years to supplement Canada's agricultural labour force, the Department of Manpower and Immigration has announced.

When Canadian workers are not available, second choice will go to workers who are part of organized and approved movements, such as the Caribbean Seasonal Workers Program. As a last resort, said the Department, individual foreign workers with proper employment visas will be allowed to take work when workers from Canada or from other approved programs are not available.

The movement of foreign temporary workers to Canada for harvesting jobs will be closely controlled, according to the Department. Foreign seasonal workers will be protected from employment abuses, and farmers knowingly employing foreign workers in Canada illegally will be subject to prosecution.

Labour pools are also being established amid the agricultural areas across the country. Under the direction of Local Agricultural

Manpower Boards (LAMB), these pools are designed to provide a workforce that can be assigned to growers as crop conditions require.

Since this policy was announced, Ontario farm growers, supported by Agricultural Minister Eugene Whelan, have been pressuring the Government to virtually reverse its stand and allow cheap Mexican labour to be hired before the newly created labour pools have determined whether Canadians are available.

The pool system is to replace previous practices of importing groups of workers from Mexico and the West Indies. Formerly, Mexican workers usually drove to Canada with trucks sent down by Ontario farmers. The family heads were given employment visas, and the families came as visitors but usually worked in the fields as well.

An agreement between Canada and Mexico, signed in June, will regulate the flow and improve the treatment of Mexican workers entering Canada to help with the harvesting. Under provisions of the agreement—designed to operate a program much like the one begun in 1966 for Caribbean workers—Mexican nationals 18 or older who have been recruited by their government will enter Canada for harvesting work, be paid a standard weekly wage, and have their transportation and living costs partially subsidized by the farmers hiring them. There will be no quota set on the number of Mexican workers entering Canada as long as Canadian workers receive preference for jobs.

Best Paid Reporters

A six-month strike against the two daily newspapers in Victoria, B.C.—the **Daily Colonist** and the **Daily Times**—ended in late May with the ratification of a two-year contract that provides for wage increases of about 35 per cent, and makes the city's reporters the highest paid in Canada.

Under the terms of the new agreement, retroactive to December 1, 1973 when the strike began, reporters in the senior classification of The Newspaper Guild will receive a total raise of \$80 a week in three installments, bringing their salaries to \$316 by June 1, 1975. Reporters in the lower Guild classifications will receive a total increase of about \$50 a week. Members of four other unions affected by the strike, the Printing Pressmen's Union, International Typographical Union, the mailers and the stereotypers, will receive an increase totalling \$2.15 an hour over the length of the contract.

The dispute, which began when about 20 pressmen walked out over job security in the face of technological change, involved the Joint Council of Newspapers, which bargains for the five unions, and FP Publications, owners of Victoria Press Limited, which publishes both the morning **Colonist** and the evening **Times**. The issue of job security was resolved when the company agreed to guarantee the jobs of all those employed as of November 30; if the number of employees drops more than 10 per cent, the company will bank for union use the equivalent amount of wages for the workers affected.

Minimum Wages

British Columbia and the Northwest Territories share the distinction of having the highest minimum wage in Canada—\$2.50 an hour for experienced adult workers.

A survey of provincial minimum wages as of May 31 indicates that most provincial minimum wages have risen or are scheduled to rise in response to the increased cost of living. The Northwest Territories minimum wage came into effect April 1, 1974, and British Columbia's was effective June 3 of this year. The next highest minimum wage, \$2.30 an hour, was being paid in the Yukon Territory as of April 1, 1974; Manitoba will increase its current wage of \$2.15 to \$2.30 next January 1, and New Brunswick's current wage of \$1.90 will rise in two stages to \$2.30 by next July 1.

Saskatchewan raised its minimum wage to \$2.25 on July 2; Ontario's wage will become \$2.25 on October 1; Nova Scotia will have the same wage in three increases by March 1, 1975. The Québec minimum wage, which is \$2.10, will rise to \$2.15 on November 1. Newfoundland has a \$2.00 minimum, which will increase to \$2.20 next January 1. The Prince Edward Island minimum wage of \$1.75 will rise to \$2.05 effective December 31, 1974. As of April 1, Alberta's minimum wage was \$2.00.

The federal minimum wage rate of \$2.20 was effective last April.

In contrast to the provincial and federal minimum rates, the United States federal minimum wage is \$1.60, with state minimums ranging from \$1.40 in Arkansas to a high of \$2.00 in Nevada.

MacBeth Succeeds Guindon

John MacBeth became Ontario's new Labour Minister last May, replacing Fern Guindon, who quit that portfolio and resigned his legislative seat to run in the July 8 federal election.

MacBeth, a 53-year-old Toronto lawyer, was active in municipal politics, and served as mayor of Etobicoke before being elected to the Ontario legislature in 1971.

Reaction to MacBeth's appointment was mixed. Ontario New Democratic Party Leader Stephen Lewis said the choice was a good



MacBeth

one, as did Donald Montgome, President of the Metropolitan Toronto Labour Council and new Secretary-Treasurer of the CLC. But according to Ontario Federation of Labour President David Arch, MacBeth's record shows he knows little about labour relations, an indication that the Government does not rate the labour portfolio very high.

CAUT for St. Mary's

The Canadian Association of University Teachers has been chosen by a majority of the faculty at St. Mary's University in Halifax to represent them in their bid for unionization (LG, April, p. 241).

The approval came after certification applications were filed with the Nova Scotia Labour Board by CAUT and CUPE. After hearing arguments from both sides, the Labour Board ordered the faculty members to make their preferences known. CAUT won the subsequent vote.

CAUT has been active in collective bargaining in other parts of Canada as well. Its locals at the University of Notre Dame, Nelson, B.C., and the University of Manitoba are in the process of negotiating contracts—Manitoba its first, Notre Dame its second.



RCMP Pay Increases

Recent unrest among the RCMP rank and file, and proposals for a bargaining unit, have resulted in a 10 per cent salary increase for constables. Just as the raises were granted by the Government, RCMP members announced that they have decided to keep the present divisional representative system—a 20-year-old body that discusses salary changes with Treasury Board.

Under the present system, delegates from the 12 divisions, 42 subdivisions and 691 detachments are chosen to vote on matters of interest to the force. Because of a 1918 order in council, the RCMP are denied the right to create a formal union body.

At a meeting in Ottawa of delegates from across the country, it was decided that the RCMP would not move outside its present representative system to form what would amount to a union for the purposes of collective bargaining. New terms of reference for the divisional representative system are being relayed to the members for further consideration.

SFL Leader Retires

W. G. "Bill" Davies, 58, Executive Secretary of the Saskatchewan Federation of Labour for almost 25 years, retired from that position last July.

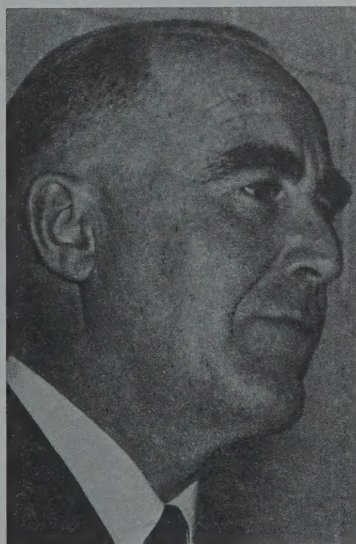
Davies started his labour career in Moose Jaw when, as an employee of the former Swift Canadian Company plant in that city, he became local president of the United Packinghouse Workers of America (now the Canadian Food and Allied Product Workers of

America). He served on the Mid-West Council of the United Packinghouse Workers in the 1940s and was also an executive member of the Moose Jaw Labour Council. From 1943 to 1946 he was a labour member of the federal Wartime Labour Relations and Regional War Labour Boards for Saskatchewan, and from 1945 to 1956 he was a labour member of the Saskatchewan Labour Relations Board.

In 1944, Davies chaired the planning meeting that led to the first convention that same year of the Saskatchewan Federation of Labour; two years later, he was appointed executive secretary of the organization and held the position continually except for a four-year leave of absence when he was a provincial cabinet minister.

A member of the Saskatchewan legislature from 1956 to 1971, he served as public works minister for T. C. Douglas, and as health minister for Woodrow Lloyd during the introduction of Medicare and the Saskatchewan doctors strike in the early 1960s. As an Opposition member of the legislature from 1964 to 1971, he served as health critic, public works critic and labour spokesman.

Succeeding Davies as SFL Executive Secretary is Larry Brown of Regina, an employee of the Saskatchewan Labour Department.



Davies

CLC's Simon Honoured

Harry Simon, Ontario Director of Organization for the Canadian Labour Congress, retired from that position in July. He had been honoured in June at a dinner in Toronto attended by CLC President Joe Morris, Ontario Federation of Labour President David Archer, and other labour and political notables.

Simon began his labour movement career in 1925, and in 1929, when an apprentice in the fur industry, was elected business agent of his union. In 1944 he was appointed Canadian representative of the American Federation of Labor, and he joined the CLC in 1956.

Besides being an active Congress member, Simon participated in the activities of the Ontario Council of Health, the Ontario Labour Management Council, the Community Fund of Greater Toronto, and other community affairs and human rights groups.

Hall of Honour Grows

Two well-known figures from Canadian labour history, Silby Barrett of the United Mine Workers of America, and John W. Bruce of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, have been nominated to the Labour Hall of Honour.

Born in Newfoundland, Barrett (1884-1959) helped organize Canadian miners in the United Mine Workers, and became the first president of the union's District 26. In 1936 he organized the Cape Breton steelworkers, and later played an important part in the formation of the Canadian Labour Congress.



Banquet honouring CLC's Harry Simon

Bruce (1876-1970), a plumber in his native Australia, moved to Toronto in 1906. He was elected general organizer by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry in 1910, and was re-elected to the post until his retirement. As well as being active in political movements, he was a member of a 1919 Royal Commission appointed to study industrial conditions in Canada, and was the Trades and Labour Congress delegate to a number of international labour conferences.

The 30-member Executive Council of the CLC names two Canadian labour figures to the Hall of Honour each year. To be eligible, nominees must be Canadian citizens, and in retirement or deceased for at least five years. Previous nominated members include Claude Jodoin, A. R. Mosher, Woodsworth and Percy Bengough.

And Abroad

New Auto Plant

Sweden's auto maker Volvo may have found a partial, if not perfect, antidote to the problem of worker alienation. In a major effort to adapt technology to human needs, Volvo's revolutionary Kalmar assembly plant does away with the inexorably moving overhead conveyor belt of the traditional auto assembly line. The new plant eliminates the conventional technique of reducing every assembly line function to its smallest dimension, a system in which the individual worker, too, plays only the smallest role in producing the finished product.

Kalmar's employees enjoy a measure of control over the pace of their work, and a greater share in the production of each Volvo. To accomplish these goals, the company was willing to add 10 per cent—about \$2.5 million—to the investment that would have been required for a conventional plant.

Nevertheless, Volvo expects to recover at least this amount, through lower absenteeism, reduced turnover, fewer on-the-job accidents and improved employee morale, resulting in higher productivity.

Volvo replaced the overhead conveyor belt with ingenious computer-guided carriers that move quietly about the factory bearing engine and body assemblies from one work station to the other until engine and body are "married" into a completed auto. These carriers enable auto bodies to be tilted 90 degrees, thus eliminating the tiring overhead work associated with the conveyor belt. As the carriers move separately, workers in different sections of the plant can vary the pace of production.

The employees are divided into 25 teams of 15 men and women. Each team is responsible for one production phase—for example, installing the electrical system or the interior upholstery. As long as the teams meet their production goal—about 13.7 installed systems an hour for the working day when full production is reached—they can work at whatever pace they set for themselves. Team members, moreover, are free to form their own mini assembly line, with each worker doing a different job in sequence on a number of cars; or, when possible, each worker or group can do the complete installation on one car. The team system permits each employee to learn every job in the team's assigned function so that jobs can be rotated to avoid boredom and to equalize the distribution of pleasant and unpleasant tasks.

The plant's design provides each team with its own exterior section, with ample sunlight and views of the landscaped grounds. Sound buffers hold noise at conversation levels. Teams have their own entrances, lockers and coffee-break rooms, and are encouraged to make collective decisions and offer suggestions concerning their working environment.

With production now going at about half speed (50 cars a day against an expected 110 a day in the fall) Volvo is pleased with both the quality of the cars and the attitudes of the workforce. But the company concedes that the small plant is an experiment, and that it is still too early to tell whether the new process is a better way to make autos or an adequate response to worker discontent. Nevertheless, Volvo's new plant—which would have been considered a utopian dream only a few years ago—is a step in the right direction.

Labour Costs

American wages last year rose far less than wages in nearly all other industrial nations, according to figures published by the U.S. Bureau of Labor Statistics. Percentage increases in hourly wages for workers in the manufacturing sector in 1973 over 1972 were: U.S.—7.9, Canada—8.7, Sweden—12.2, West Germany—13.0, France—15.5, Britain—17.9, Italy—23.0, Japan—24.5.

Although output per man-hour also rose less in the U.S. than in all the other countries except Canada, this productivity gap was much smaller than the wage gap. As a result, the labour cost of each unit of manufacturing output also rose less in the U.S. last year than in any of the other countries. The new figures also show that in percentage terms the U.S. has had the lowest average annual wage increases for the last 13 years.

Among explanations for the low increases last year: price and wage controls, the low rate of inflation in the U.S. in 1972, and an increasing reluctance to strike. A wage explosion is not expected this year because unions, at least, seem to be relying on improved cost of living escalator clauses as the major means of meeting worker demands. Nevertheless, escalators will add to wage costs if the Consumer Price Index continues to rise rapidly.

Even if the U.S. average wage increase does go up from 7.9 to 8.5 or 9 per cent this year, preliminary indications from countries such as Japan and Germany are that wage increases abroad will again substantially exceed those in the

U.S. this year. Japan's workers recently settled for 30 per cent, and the most significant recent settlement in Germany was 13 per cent—obviously heartening for the United States' competitive position in the world.

Union Democracy

The Commission for Industrial Peace, appointed by President Nixon in 1972 to seek solutions for collective bargaining problems, has questioned whether too much union democracy is bad for collective bargaining.

The Commission recommended in its final report that a review be made of Title I, the "Bill of Rights" clause of the 1959 Landrum-Griffin Act. Title I gives union members a voice in union decisions, the right to challenge leadership decisions and the right to go to court for "reasonable" remedies if they believe their rights have been violated.

Business has been critical of the Bill of Rights clause because of the large number of contracts rejected each year by rank and file unionists in ratification votes.

Although labour believes that Title I has ended undemocratic practices in some unions, the union members of the Commission think that Title I has been used by union dissidents in a way that hinders effective bargaining. "Union officers have been attacked in legal proceedings so many times that they have tended to become shy and have not exercised the leadership and general responsibility necessary in this controversial area." This made it possible for minorities "to impose their wills on

the majorities" and for relative small numbers of dissidents "to prevent settlements and cause unwarranted turmoil."

The committee is the first official body to question publicly the amount of democracy granted union members under the act.

Lifetime Employment

Although Japan's economy has been in a slump, due mainly to the Government's stiff anti-inflationary policies, there are still more job applicants than most workers recently received pay increases of 30 per cent or more.

"Even in a recession, it is very rare to lose a job," said one Japanese economist, Mitsutoshi Koyama. "In Japan, firms are closely connected," he explained. "Consequently, they can help each other out. Healthy firms that have connections with a troubled company don't want to bankrupt it."

Koyama's views are shared by many experts who believe that Japan's lifetime employment system and closely knit industrial groupings protect the average worker against business downturns. Employees of most big companies are virtually guaranteed a job from school graduation until retirement. In return, they usually get promotions based strictly on seniority. Most of Japan's major industrial firms are tied into one of several large business groups. These companies lend money and trade among each other, generally protecting the weaker member when the economy is in trouble. The Government, for its part, provides another cushion against recession by giving generous

amounts of low-interest credit to companies that cannot get favourable bank loans.

Nevertheless, bankruptcies are up, profits are down, inventories are rising and domestic sales are sluggish. Inflation has been running at more than 20 per cent annually. Even so, Japanese business has been able to pay this year's huge wage increases because exports are reportedly up more than 60 per cent.

Blue Collars Scarce

An increase in the number of people seeking professional and white-collar jobs in many countries has created serious shortages of manual workers.

According to a world survey by the Associated Press, a major reason for the switch from blue-collar to white-collar status is prestige. Labour officials from most countries agree that wages between the two occupational categories are quite often equal.

"Nobody wants to be a menial worker anymore; nobody wants to wash his hands," says an official in the labour ministry of Kenya. Even in Communist countries, where government officials stress the value of labour and the government controls training programs, craftsmen are scarce.

However, in the poorer developing nations, where jobs are in short supply, any type of job is welcomed. In India, where there is a 10 per cent unemployment rate, there is no shortage of carpenters, electricians or plumbers.

Global Strategy

Now that international union co-operation has brought the Farah dispute to a successful conclusion (LG, July, p. 477), the International Confederation of Free Trade Unions, through its International Trade Secretariats, is gunning for number two on its most wanted list of multinational corporations that have "distinguished themselves by their anti-union attitudes"—Brook Bond Liebig.

Brook Bond Liebig is a manufacturer of tea with extensive estates in India and Sri Lanka. According to the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW), conditions on the Brook Bond estates "are very bad by the standards of the country itself and moreover they are such that they do not satisfy even basic human needs."

The IFPAAW and the International Union of Food and Allied Workers (IUF) have agreed to join forces to confront Brook Bond on a global basis. The IFPAAW has a membership of about 4 million, mostly in the developing world and the IUF represents some 2 million food workers in 54 countries.

Labour Relations Bill

As promised during the election campaign, Britain's Labour Government moved quickly in introducing its Trade Union and Labour Relations Bill to replace the contentious Industrial Relations Act of 1971. If the Bill is passed in its present form, which is considered unlikely in view of the Government's minority position, the provisions of the 1971 Act will

be swept away completely, except for those referring to unfair dismissal. Scheduled for abolition is the National Industrial Relations Court, along with the Commission on Industrial Relations and the Registry of Trade Unions and Employers' Associations.

Under the Bill, there would be no compulsory registration of trade unions, a situation that gave rise to considerable bitterness and even outright defiance of the law under the 1971 Act. The Bill would restore the pre-1971 legal immunities for trade unions and individuals acting in contemplation or furtherance of a trade dispute. A collective agreement would not be considered a legally enforceable contract unless it specifically provides that it is intended to be enforceable. The Bill also provides that peaceful picketing, other than at a person's residence, is lawful when carried out in contemplation or furtherance of a trade dispute. In the interests of introducing and passing the Bill through Parliament as quickly as possible, the Government is deferring to a second stage the establishment on a statutory basis of an independent Conciliation and Arbitration Service. This will allow time for details of the scheme to be worked out with the Trades Union Congress and the Confederation of British Industries.

ETUC Congress

The second Congress of the European Trade Union Confederation (ETUC) was held in Copenhagen May 23-25, 1974. Since its establishment a little over a year ago, ETUC has grown from an initial membership of 27 million—all affiliated with the International Confederation of Free Trade Unions—to a membership of 33 million, including a significant

bloc from the European Organization of the World Confederation of Labour, which was recently admitted into membership.

One of the key items on the agenda at the Congress was the question of further expansion in the form of an application for membership from the Communist-led, Italian General Confederation of Labour, CGIL. Surprisingly, the resolution entrusting to the Executive Committee the decision as to whether the CGIL should be admitted or not was passed without discussion, with only six votes against. The six votes came from France's Force Ouvrière delegation, which is concerned that the admission of the CGIL might be the signal for the admission into ETUC of France's large and Communist-dominated General Confederation of Labour.

UMW Demands

The United Mine Workers union is taking a tough stance on safety in this year's negotiations with U.S. coal producers. The goal, the union says, is "to put an end to working conditions that currently are killing an average of one miner every two

days and maiming hundreds more." Among the UMW's demands: a requirement for one to four full-time safety committee-men at each mine, first aid stations with "quickly available" doctors and registered nurses, a prohibition on miners working alone on any machine or in any dangerous place, free safety clothing and equipment, and compliance with a long list of new safety standards that are tougher than those in federal and state laws.

Although mines would be shut down when inspectors—elected by the local union—find hazardous conditions, the union insists that "no miner lose pay because the company fails to provide a safe working place." It wants to guarantee wages for time lost, up to one week, while dangerous conditions are corrected. There will be no "ifs or buts" about the enforcement of safety, says UMW president Arnold Miller. "If that is not acceptable to some operators, they had better find a new way of making a living," he warns.

In addition to tighter safety rules in the mines, the union is seeking substantial pay increases and a narrowing of the \$7.75-a-day range between the lowest and highest wage rates, a cost of living escalator clause, and a variety of fringe benefits.

The union's demands could be the costliest ever for the industry. The UMW contends that the coal producers can afford the price, considering the exceptionally healthy outlook for profits. Nevertheless, the industry needs labour stability, something it has rarely enjoyed, if it is to meet the soaring demand for coal. A concerted labour-management effort is therefore under way to curb wildcat strikes, which have been the bane of the industry for years.

Mining Safety

Despite progress made in recent years, mining still ranks as a dangerous calling, says the International Labour Organization. The ILO reports that mining fatalities are some two to four times more numerous than those for construction, generally considered a high risk industry. Statistics covering 11 major coal mining countries over a period of 40 years have led to two major conclusions: (1) The average yearly death toll for miners exceeds 600, and (2) Explosions and fires cause more than 70 per cent of all mining disasters, killing and maiming hundreds of workers each year.

These findings triggered a search for safer mining practices and resulted in a new Code of Practice published by the ILO last autumn. Among the problems discussed in the Code are: emission of firedamp (an explosive mine gas), ventilation, detection of gas, sources of ignition, and precautions against the threat of explosions and fires. The Code recommends the use of water sprays, improved ventilation systems and better cleaning practices. Other preventive measures should include rock dusting, or the spreading of fine ground incombustible material in the pit.

The new code is the latest move at the international level to reduce the price in human lives that we pay for our coal. But the success of safety codes depends not on the experts who draft them but on the men in the coal fields. The ILO points out that mining disasters are most often caused by careless people. In the final count, the problem is that of instilling a spirit of responsibility in every miner.



NFB

Portuguese Unions

The new military Government of Portugal has agreed to let Portugal's unions form a labour confederation. The policy is part of the transformation of Portugal into a more democratic state.

The Government has reportedly agreed not only to recognize the unions now being formed, but also to allow them to negotiate with management without official intervention. The unions told the new Government that although the strike will be their major weapon, they would only strike as a last resort.

The formation of the confederation is regarded as one of the most significant developments since the military coup of April 25 that toppled the authoritarian right-wing government of Premier Marcello Caetano.

Health and Safety

American business is spending \$3.03 billion to improve on-the-job health and safety this year, according to a recent survey of American industry by McGraw-Hill Publications Company.

The figure is up 18 per cent from last year, when American business spent \$2.6 billion, or 2.6 per cent of all capital spending, for employee health and safety.

"The rise in investment in employee's health and safety since the early 1970s is related, in large part, to the present enforcement of the 1970 Occupational Safety and Health Act," said Douglas Greenwald, chief economist for McGraw-Hill Publications.

The survey indicated that the percentage spent on safety will decline to 2.5 per cent in 1974. "The fact that industry is estimating a relative decline in the share capital spending going for safety and health could simply indicate that the job of protecting employees is largely completed."

Labour Unrest

Multinational corporations, which have been flocking to Spain because of its traditionally peaceful and low-wage labour force, have been hit by numerous strikes in a country where strikes are illegal.

International Telephone and Telegraph Corporation ended three months of strikes and slowdowns against its Standard Electrica operations by agreeing to an 18 per cent wage boost for its 19,500 workers.

Chrysler Corporation avoided wildcat strikes by granting a 14.5 per cent raise with special cash bonuses that brought the settlement up to 18 per cent.

The Government of Carlos Arias, which had limited annual wage increases to 14.5 per cent, has turned a blind eye to these wage settlements. The Government, however, has clamped down on the formation of independent worker groups. Sindicatos, the official government union, is the only legal collective.

A Dow Chemical Company executive admits that a single union under government control was a plus factor in his company's decision to plan a \$325 million expansion in Spain.

The CLC Convention

NEW FACES NEW DIRECTIONS FOR THE CONGRESS

by JACK WILLIAMS

The Canadian Labour Congress has charted a new course, but only time will tell how closely it will be able to follow the directions laid down by delegates to its 10th Constitutional Convention, or how long it will take to reach its new objectives.

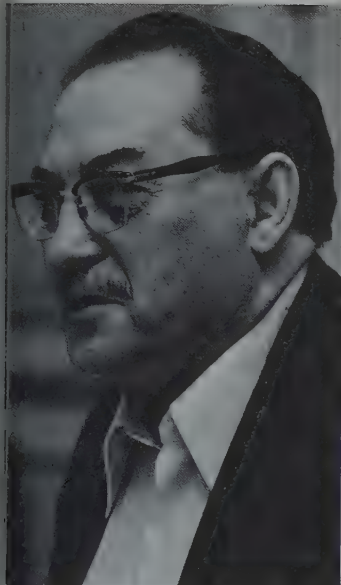
The Vancouver convention, held May 13-17, was the most significant since the CLC came into being through the merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour in 1956. The most important decision of the delegates was to give the Congress greater power over its affiliates, a lack that Congress officers have often maintained slowed the rate of progress and restricted the central organization.

There was little difference in principle on the major issues of Canadian autonomy, performance standards for unions, and mergers. What differences there were were seen largely as matters of timing and degree. To some extent it was a conflict between idealism and practical politics, with those who emphasized the practical political situation perhaps underestimating the mood of the membership.

This was decidedly a delegates' convention, with individuals and factions (who, for personal or political reasons opposed the administration) rallying behind a self-styled "reform group" composed of: the Canadian Union of Public Employees; British Columbia Government Employees' Union; Canadian Brotherhood of Railway, Transport and General

Workers; Canadian Union of Postal Workers; Letter Carriers' Union of Canada; and the Public Service Alliance of Canada.

The Québec Federation of Labour allied itself with the reform group and, in turn, had its support. The move was a successful one. An administration position refusing greater autonomy and special treatment for the Québec Federation was flatly rejected, and two of the administration's most important nominees for office were defeated. Joe Morris, the administration's choice for president, was elected.



Murray Mosher, Photo Features

lorris

was indicative of the mood of the convention that, although there was no official opposition candidate, Gilbert McIntyre, a relatively unknown member of the BRT from Cape Breton, cornered more than a third of the votes.

Throughout the convention, it was apparent that the direct representatives of the membership were restless, and seeking more action. Their demands included not only tighter guidelines for international unions and a firm decision to frame performance standards for both national and international unions, but also greater enforcement authority for the Congress. Although the reform group received a good deal of public credit for these moves, they were originally introduced and recommended in the report of the CLC's Commission on Constitution and

Structure. The convention made it clear, however, that it wanted these objectives moved beyond the resolution stage, and pursued with vigour.

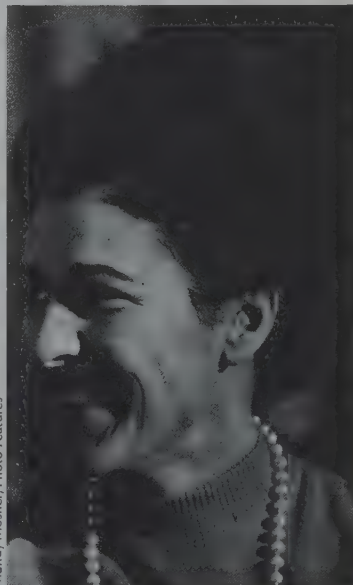
Debates were sharp; but the biting remarks that were exchanged did not necessarily reflect a fundamental split in the Congress. The expression, "the family of labour," is an apt one. Within it, differences can be aired with all the vehemence of a family quarrel; but any outside threat inevitably leads to a closing of the ranks.

Although the convention was clear in its expression of the directions in which the Congress should move, the final decisions between now and the next convention in 1976 rest with the Executive Council, which gives added importance to the choices made by the Vancouver delegates.

Donald Montgomery, a staff member of the United Steelworkers, and President of the Toronto Labour Council, defeated Neil Reimer, Canadian Director of the Oil, Chemical and Atomic Workers, and the administration's candidate for the post of secretary-treasurer. This position had been occupied previously by William Dodge, a veteran of 45 years in the labour movement who, by a narrow margin, missed gaining the support of the Executive Council in his bid for the presidential slot on the administration slate.

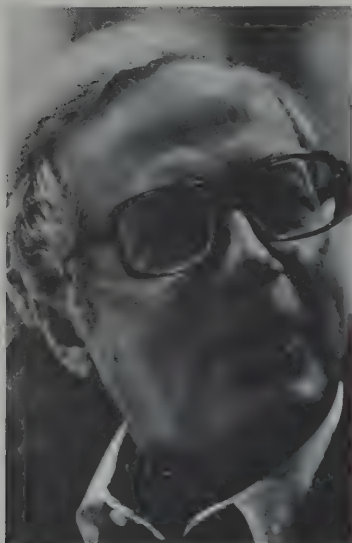
Shirley Carr, Niagara Falls, a Vice-President of CUPE, was on both the administration and reform slates, and had an impressive lead in the executive vice-presidential race. Julien Major, Montreal, a member of the staff of the United Paperworkers, took the other executive vice-president position, defeating the incumbent, Jean Beaudry, of the Steelworkers. Major had the support of the Québec delegation and the reform group.

There were no significant changes among the general vice-presidents. Those elected were: Dennis McDermott, United Autoworkers; L. H. Lorrain, United Paperworkers; Stanley Little, CUPE; E. T. Staley, Carpenters and Joiners; W. C. Y. McGregor, Brotherhood of Railway, Airline and Steamship Clerks; and William Mahoney, Steelworkers.



Murray Mosher, Photo Features

Carr



Murray Mosher, Photo Features

Major

Among the vice-presidents-at-large, the only significant change was the election of John Fryer, General Secretary of the British Columbia Government Employees' Union, who had the support of both groups. Others elected were: Si Bresner, International Ladies' Garment Workers; George Watson, Textile Workers' Union; Claude Edwards, PSAC; Donald Secord, CBRT; Mike Rygus, International Association of Machinists; Robert Smeal, Canadian Air Line Flight Attendants' Association; Hugette Plamondon, Canadian Food and Allied Workers; John Carroll, Boilermakers; and Lynn Williams, Steelworkers. Presidents of the provincial federations of labour are members of the Executive Council by virtue of their office.

It would be both dangerous and misleading to anticipate the future performance of the Congress by tagging its officers as either "national" or "international" unionists; but, regardless of its significance, such a comparison is inevitable. Among the four full-time officers—president, secretary-treasurer and two executive vice-presidents—two are international union members, and two belong to national unions. On the Executive Council as a whole, 19 are members of internationals, and 11 are members of nationals.

Changing the Guard

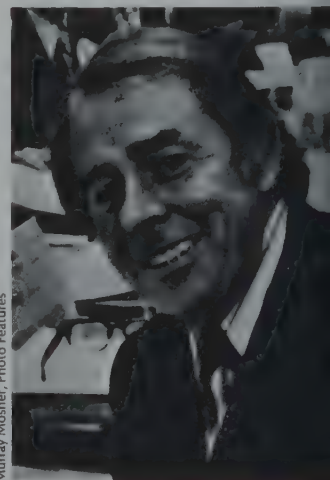
To some extent, the 1974 elections could be considered the beginning of a changing of the guard. Dominant personalities in the Canadian Labour Congress have, up to this point, always been persons who were prominent in the early days of the CIO's organization of mass-production industries. Now they are disappearing. Prominent among them is Donald MacDonald, CLC president since 1967, and before that, secretary-treasurer. He is now president Emeritus. The Congress's new Secretary-Treasurer, Don Montgomery, is the son of one of the battle-scarred veterans of the CIO struggles. The election of Shirley Carr is an indication of the greater recognition of the role of women in the labour movement. She is the first woman to hold a position at this level in the CLC.

The record attendance at the convention, which attracted 2,400 delegates, was largely the result of a strenuous campaign by CUPE to have the fullest possible representation to support its position.

One of the reports made to the convention by the Executive Council showed total CLC membership to be 1,615,833—an increase of 125,530 between 1972 and 1974. International union members continue to make up the larger part of the membership—1,152,800 compared with 462,990 for national unions, provincial organizations and directly chartered local unions.

On white-collar organization, the executive reported that, "although the results so far are not significant in terms of numbers, the early work on publicity and contracts is expected to produce solid organizing gains in the future."

The secretary-treasurer's report recorded a deficit of \$368,300 between 1972 and 1974, which was attributed to uncontrollable a



Murray Mosher, Photo Features

Montgomery

avoidable increases in costs. The convention later approved, with practically no opposition, an increase in the per capita tax paid by affiliates from 15 to 20 cents a month. Two cents of this will continue to be earmarked for white-collar and special organizing.

Questionably the most important debate of the convention was that concerning Canadian autonomy, and the establishment of what was termed a "code of union citizenship." Pre-convention attention had centred almost exclusively on the extension of autonomy for Canadian members of international unions; but the convention action went considerably beyond this. As more than one speaker pointed out, making a union national did not provide any guarantee of good service to the membership: Although no organizations were named, charges were made that both national and international organizations had failed to fulfil their responsibilities to the membership.

Constitutional Changes

The major decisions taken at the convention—the most sweeping since the CLC was established—were based on the report of the Commission on Constitution and Structure. This body, which now appears to have reached full stature, came into being in 1966, when it was appointed as something resembling an internal royal commission "to examine the entire question of structure, mergers, affiliations and unity."

It subsequently held a series of hearings across the country to allow the expression of various viewpoints, and currently is considering the holding of a second

round of hearings. Meantime, the Commission has become a standing committee, thereby making the CLC the only central labour organization in the world to conduct a continuous examination and evaluation of its activities.

Over the years, the Commission has initiated a number of constitutional changes, and has concerned itself with the possibility of mergers, the operation of international unions in Canada, and the establishment of performance standards. On all these matters, the position has been that, although there is agreement in principle, there are obstacles in the way of immediate accomplishment.

For example, previous reports have suggested that: (a) it is extremely difficult to formulate a set of performance standards because of the wide differences among unions; and (b) mergers are primarily the responsibility of the unions themselves. The 1974 report marked a sharp movement forward from this position. In addition to an extension of previously accepted standards for the internationals, there were proposals for specific action to write and enforce standards and to spur mergers. Action has, of course, yet to be taken; but the instructions are clear, and the administration will be accountable to the 1976 convention for progress in this direction.

The minimum self-government standards for international unions, adopted by the 1970 convention, called for the election of Canadian officers by the Canadian membership, and for the determination of policies dealing with national



Jack Williams with CUPE's Stan Little

affairs by Canadian officers and members. The standards also required that Canadian-elected representatives have the authority to speak for their unions in Canada.

When these standards were adopted, the internationals were canvassed by the CLC in an effort to determine the extent to which the guidelines were being met. Subsequently, there were three follow-up requests for such information. Of the 90 international unions affiliated with the Congress, 77 responded with completed questionnaires; the other 13 have not replied. Of those reporting, 43 stated they were in compliance with all the guidelines; six said they did not comply with any. The remainder complied with some, but not all.

In its report to the 10th convention, the Commission proposed that there be added to the original guidelines the requirement that, if an international union was

affiliated with an international trade secretariat, the Canadian section should be affiliated separately, thereby ensuring a Canadian presence at the international industry level. This step was recently taken by the United Auto Workers.

It was recommended also that international unions "take whatever action is necessary to ensure that the Canadian membership will not be prevented by constitutional requirements or policy decisions from participating in the social, cultural, economic and political life of the Canadian community."

Overshadowed

Important as these proposals are, they were overshadowed by the recommendations for methods of enforcement. The Commission's policing plan has three sections: (1) affiliates failing to comply should be reminded of the standards and asked whether they were willing to comply; (2) unions expressing a willingness to comply should be required to state when such action might be taken; (3) in instances where there was no indication of compliance, the Executive Council could, by a two-thirds vote, authorize the president to suspend the organization involved. Unions so affected would have the constitutional right of appeal at the next convention. Should the suspension be upheld by that convention, then "the Congress should take whatever steps are necessary to maintain the membership of the suspended affiliates in good standing with the Congress."

This provision, which was approved by the delegates, as were the other Commission proposals, gives the Congress power considerably beyond anything it has previously enjoyed. It amounts, in fact, to a threat that unions failing to comply with the standards will risk losing their membership to another Congress affiliate, or to the Congress itself. The Commission was emphatic in its position that any code spelling out minimum performance standards for unions should apply equally to national and international organizations.

The Commission went on to specify what was intended: "It is proposed by the Commission that this code will cover all matters which affect trade unionists within the Canadian community, and that all affiliates will be required to provide those services that are necessary to protect the rights of workers both at the industrial and community levels.

"These services should cover all aspects of collective bargaining, research material, education, welfare services such as assistance in making unemployment insurance and workmen's compensation claims and appeals, legal assistance for people in jeopardy for action on behalf of trade unions in strike situations, and other such services as are necessary to conform to the Code of Citizenship."

Although the recommendations were carried by an overwhelming vote, it was not before a vigorous debate. Most serious objections came from some delegates of building trades unions. The day before the Congress convention

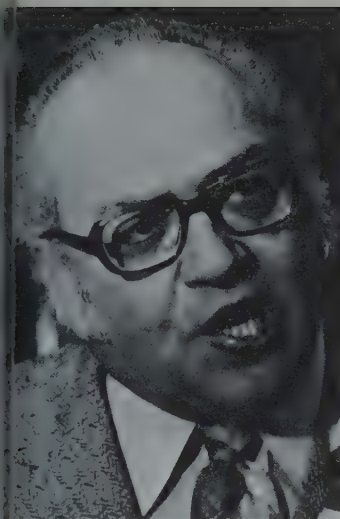
opened, there had been a building trades caucus at which senior union representatives took a strong stand, going so far as to propose that, should the convention adopt the Commission's proposals, the construction unions should withdraw. They ran into opposition from the rank-and-file delegates of their unions. A large segment of these delegates was from British Columbia, where there has been a strong movement demanding greater autonomy.

On the convention floor, there were some building trades delegates who spoke in favour of the report, suggesting that it did not go far enough; others voiced opposition. A representative of the plumbers' union put his objection in these terms: "We are not going to stand for interference in the affairs of our union. We have no objection to the questionnaire because we think it is none of your business. If there are to be changes in the rank-and-file of our union we will decide, not you. You won't have expelled us; we won't be here."

Infringement

Some objectors maintained that the proposal was an infringement of the guarantee of jurisdictional autonomy that had been part of the original merger agreement.

Approval of the new approach, with all it implies, came quickly on the heels of strong supporting speeches from three prominent leaders: Stanley Little of the CUPW, Louis Laberge of the Québec Federation of Labour and Dennis McDermott of the Auto Workers.



Murray Webster: Photo Features

C.L.'s Laberge

Internationalism

Before the Commission's report reached the floor, the subject of international unions had received attention. In his presidential address, Donald MacDonald had commented: "The justice of the contention that we, as Canadian trade unionists, should have autonomy within international unions is now well recognized. The growth of sentiment that Canadian unionists must have the right to conduct their own affairs in Canada is a healthy one."

It is a great tribute to the intelligence and maturity of Canadian workers that they are going through an evolutionary process in taking on the full responsibility of their unions in Canada."

He congratulated the United Papermakers on the manner in which they had reached a decision to form a purely Canadian union;

but he also warned that this could not be regarded as a blueprint for all organizations. Individual characteristics of unions had to be considered. If there were to be changes, they should be accomplished by "a friendly and co-operative evolutionary process."

Labour Minister John Munro, while paying tribute to the contribution of international unions in the development of the labour movement in Canada, and clearly divorcing himself from disruptive forces that used nationalism as a platform, suggested that the time had come "for a thorough examination of the nature of the U.S.-Canadian trade union links."

C. L. Dennis, the fraternal delegate from the AFL-CIO, spoke of the value of the relationship between organized labour in the two countries; but he was careful to frame his remarks in the most general terms. He suggested that a strengthening of this relationship, "by whatever means achieved," was essential to the economic progress of workers on both sides of the border.

Mergers

Closely allied to the matter of assuring provision of adequate service is the subject of mergers. The Congress constitution has a section requiring the officers "to actively encourage the elimination of conflicting and duplicating organizations and jurisdictions, through agreement, merger and other means." This was also one of the subjects covered in the Commission report.

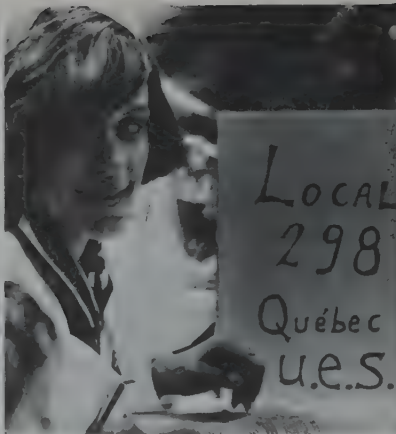
Since the merger in 1956, there have been 23 mergers—14 involving international unions, and nine involving national unions. Opinion

has been practically unanimous that, in too many instances, Canadian unions, and the Canadian sections of international unions, are too small either to be truly viable organizations, or to provide reasonable service on a national basis.

The obvious solution is to develop larger organizations that can function more efficiently; but this presents difficulties, as the Commission explained: "The ability of the Congress to do anything in this field has been very limited because of a lack of effective machinery to implement its desires. Also there does not appear to be a general desire of affiliates in related fields to approach the question of consolidation of organizations working in the same field in order to create stronger and more viable trade union organizations. At the same time it can be said that, because of this apparent unwillingness, the officers of the Congress did not push the question of merger in some areas where merger would seem to be a natural and necessary evolution. With the exception of mergers which have been brought about by changing industrial situations, and for other reasons, little real success has been achieved."

Industrial Councils

One step the Congress has taken in this direction has been the establishment of industrial councils, bringing together unions with common interests. Nine such councils were formed. There was a hope that this form of co-operation might contribute to structural changes. This, however, has not been enough. The Commission, urging new initiatives, proposed



Murray Mosher, Photo Features

Faces in the crowd...

that a high-ranking officer, backed by a strong committee, be given responsibility for actively promoting mergers.

In the debate that took place before the recommendation was adopted, attention was called to the municipality of unions in such areas as transportation, and in Ontario hospitals, where there are 11 different organizations. On the other hand, Al Hearn, senior Canadian officer of the Building Service Union, which is in the hospital field, voiced alarm at any suggestion of compulsory merger. He was assured by Morris, Chairman of the Commission, that mergers would be voluntary on behalf of the unions and their members.

QFL Demands

Apart from the elections, the sharpest division during the convention arose with the demand of the Québec Federation of Labour for greater autonomy and special financial assistance. The Federation's resolution sought control over: (1) the educational program that is now conducted by the Congress; (2) jurisdiction over labour councils, and control of the

Congress staff now assigned to service them; and (3) the allocation of funds for use by the Federation. The proposals were based on cultural and language differences, and the presence in Québec of a competing central labour organization, the Confederation of National Trade Unions. The administration was opposed to the resolution.

There was immediate and vehement objection from the floor. QFL President Louis Laberge maintained that, in Québec, the CLC was far outstripped by the CNTU, and that large international unions were suffering as a result. He insisted that the CLC presence in Québec could be properly maintained only by strengthening the Federation.

The delegates' rejection of the administration position, and their support for the Québec position, was sweeping. The matter was referred back for further consideration. In an interval between convention sessions, the Federation and Congress officers worked out a compromise under which

there was acceptance of the principle of the resolution, and an undertaking to work out the practical details after the convention.

This is one of the thorny subjects with which the new executive will have to deal. While the unique position of the Québec Federation of Labour is now fully recognized, there is a realization that other provincial federations also want extension of their jurisdictions, and additional financial assistance enable them to take over some of the activities now directly under Congress control.

Disagreement

Another difficult matter with which the incoming executive will have to deal is the position of organizations of provincial government employees. This is the heart of a long-standing disagreement between CUPE and the Congress. CUPE maintains, and the CLC agrees, that its jurisdiction covers provincial public employees. But, beyond this, the CLC argues that no jurisdictional right

be inviolate; and that, apart from coming part of CUPE, provincial groups may be taken into the Congress through direct affiliation, through the formation of a new national union of provincial government employees.

The Executive Council reported to the convention that the provincial employees concerned had clearly shown a preference for direct affiliation as a first step, and that affiliations had been accepted in full compliance with the constitution, supported by two thirds of the Executive Council. All the organizations had agreed to participate in the formation of a national union, as well as cooperating through a joint body with other public employee unions. The CUPE delegation had been empowered by its own convention to withdraw from the CLC should a satisfactory agreement not be reached. The majority, however, supported a proposal to refer the matter to the incoming Executive.

As the new President, Morris gave assurance that everything possible would be done to press forward in the creation of a broader national union. Obviously, a major factor in CUPE's agreement to accept the proposal was the addition to the Executive of Shirley Carr, their Vice-President, and John Fryer, General Secretary of the British Columbia Employees' Union.

apart from internal matters, the present economic situation and collective bargaining policies received most attention. MacDonald devoted a major part of his opening presidential address to a

hard-hitting attack on the Government for its "failure to protect workers against the ravages of inflation." But many delegates were dissatisfied with the "general economic policy statement" later put before the convention, claiming that it was inadequate and not sufficiently militant. It was, however, adopted.

The statement complained that, "Since the Ottawa convention of the Canadian Labour Congress in 1972, matters have gone from bad to worse on the economic front in Canada." It conceded that there had been "a slight improvement" in the problem of unemployment, but added that "it continues to haunt tens of thousands of Canadian families on a day-to-day basis." For those with jobs, "Rapidly rising prices, especially for food, housing and clothing ... (had) wiped out real income gains achieved earlier." At the same time, the statement continued, "Corporations in this country have been making record-breaking increases in profits for the last three years." The statement forecast continuing high, inflationary

pressures for the remainder of the 1970s, but admitted that much of "the inflation we are experiencing is a worldwide phenomenon."

On the subject of multinational corporations, which were described as "impersonal forces ... always looking for situations to exploit," the statement declared that "the only remedy ... is to have multinational union councils, which will develop global strategies to ensure that collective bargaining continues to be usable."

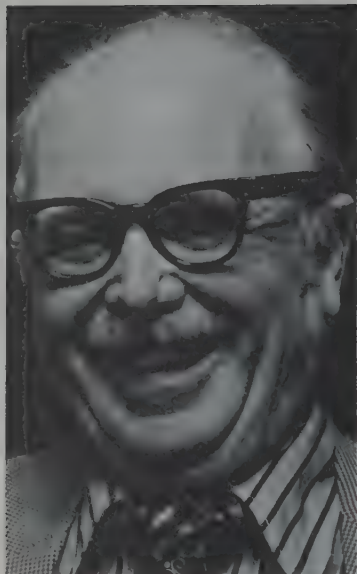
On bargaining policies, the statement continued: "Organized workers ... have no options but to bargain as hard as they can to achieve settlements which will offset rising living costs in order to protect themselves and their families. Such settlements should have as their goal not only the matching of price increases, but also increases in labour productivity.

"One of the primary goals of collective bargaining, if workers are not to suffer from inflation, is to reopen contracts to adjust them to the rise in the cost of living. Cost of Living Allowance Clauses (COLA)



Murray Mosher, Photo Features

MacDonald and Chavez addressing the convention



Murray Mosher, Photo Features

OFL's Archer

will necessarily have to become a major objective of collective bargaining as a result of current and prospective inflationary trends in the economy."

The statement voiced support for the use of selective price controls where there is evidence of exploitation. Some delegates criticized the document as being little more than a re-statement of the Government's position; but Secretary-Treasurer Dodge described it as a "complete indictment" of the Government.

Earlier, at a press conference called immediately before the convention opened, MacDonald had said that the Congress completely rejected wage and price controls, and would not even discuss them with a Conservative government, should one be elected.

One of the fraternal delegates, Otto Kersten, General Secretary of the International Confederation of Free Trade Unions, suggested that co-ordination of anti-inflation programs of major industrial nations was essential to offset the power of the multinational corporations, which had contributed to world inflation by abusing their dominance of world markets. Another fraternal delegate, Jack Jones, President of Britain's Transport and General Worker's Union, called for greater exercise of strength by unions internationally, although he expressed opposition to international, as opposed to local, bargaining.

Voluntary Arbitration

Labour Minister Munro also had something to say about bargaining. He called on both labour and management to experiment and innovate in bargaining techniques. He said that, although he remained unequivocally opposed to permanent compulsory arbitration, he was not opposed to voluntary arbitration, a comment that aroused vocal opposition from some of the delegates.

Munro elaborated: "It does seem to me that voluntary arbitration, in its many forms and variations, is one technique that can obviate the sort of damaging confrontation that the general public increasingly resents and rebels against. Although labour disputes, and even strikes, do have a legitimate place in our particular form of democracy, much of this public resentment is, to me, fully justified; and that is why we must act."

William King, British Columbia's Minister of Labour, and a former locomotive engineer who is a graduate of the Labour College of Canada, expressed strong opposition to tighter legislative control of bargaining, proposing instead that consideration of better methods was deserving of careful attention.

Political discussion, not unexpectedly, centred on the federal election campaign, then just beginning. A pre-convention political conference focused on a panel that included two of the NDP premiers—David Barrett of British Columbia and Allan Blakeney of Saskatchewan—and C. Douglas, former National NDP leader. This meeting, and, to an even greater degree, the appearance at the convention of David Lewis, NDP leader, provided the atmosphere of an election rally.

Reports showed that union membership support for the NDP through the affiliation of local unions, declined slightly between 1972 and 1974. As of December 31, 1973, there were 743 locals with a total of 268,363 members affiliated with the party, compared with 812 locals with 274,204 members two years earlier. Financial support had, however, increased as a result of the doubling (from 5 to 10 cents a month) of the per capita payment by affiliated unions.

The attention of the Vancouver convention, more than has been the CLC custom, concentrated on a few major topics, making it impossible for the delegates to deal in detail with other matters. The delegates had before them a staggering 660 resolutions, a great many of which had to be referred to the incoming executive because of time limitations.

The new executive faces many vitally important decisions, and the next two years will likely mould the future of the labour movement in Canada for some years to come.

Steelworkers Policy Conference

The State of the Union —and the Country

JACK WILLIAMS

The Canadian membership of the United Steelworkers of America is one group that appears to have no intention of severing its international union ties—at its National Policy Conference, held in Vancouver May 9 and 10, the union voted decisively to reaffirm its international relationship.

The resolution was passed, only after some debate, however; discussions which, though vigorous, were conducted in a calm atmosphere, somewhat in contrast to the more heated discussions that marked the 1973 Policy Conference. The vote this year was roughly 9 to 1 in favour of reaffirming the present relationship; in 1973 it was about 2 to 1.

At the Vancouver conference, attended by 313 delegates, dealt with a number of reports and resolutions, devoting a major portion of its time to matters related to safety and environmental control.

Despite the repeated evidence of basic loyalty to the union, there were sharp, and forcibly expressed differences. The delegation from Local 1005, Steel Co. of Canada at Hamilton, where there is a strong pro-nationalist element, were quick to use any opportunity for attempting to embarrass the administration.

There was also a brisk exchange between the directors of the two Canadian districts—Jean Gérin-Lajoie of the Québec and Atlantic region, and Lynn Williams, director of the district covering Ontario to the Pacific. Gérin-Lajoie, in his formal report to the conference, was sharply critical of the Canadian Labour Congress in its relations with the Québec Federation of Labour. William Mahoney, Canadian Director of the Steelworkers, is a General Vice-President of the CLC and Williams is a Vice-President at Large.

Jack Lindsay



Lynn Williams

Gerin-Lajoie took the position that the CLC had failed to support the Québec Federation in its struggles with the Québec Government, and had not recognized the Federation's role as the representative of the Congress in that province. "The QFL needed, and did not receive, the support of the CLC," he said, adding that within the Steelworkers a way had been found to meet such conditions.

Williams, in a spontaneous interjection in his report, voiced "deep and fundamental disagreement" with this statement, which he described as "not fair and not warranted by the facts."

The international union issue revolved around a policy statement titled "Nationalism, Autonomy and International Unionism." It declared: "The Canadian public is being exposed today to anti-union and anti-worker propaganda, posing as concern for the national integrity of the country. The effects, and in several cases the purposes, of this propaganda are to cloud and to undermine the important and growing contribution of working people and their unions to social purpose and national identity throughout Canada."

The statement went on to condemn "business spokesmen, politicians and pundits who use their platforms to divide the working people of Canada into fragmented and weak organizations, or to prevent them from merging into larger, more effective groups to wage their economic and political struggles."

The union's top officers had also referred to the subject earlier. Mahoney was critical of a federal government contribution of \$44,500 to the Committee for an Independent Canada, which, he suggested, reacted against international unions because they were an effective instrument for bringing about social change.

Williams told the delegates that raiding attacks on Steel locals had been inaccurately portrayed in the media as a contest between nationalism and internationalism. He received applause when he invited those engaged in such tactics to join with the established labour movement in building stronger and more united organizations.

Debate on the nationalism versus internationalism issue came almost entirely from the rank and file members. Speakers who favoured a continuation of the international union tie outnumbered critics 2 to 1. One of the few staff members participating in the discussions maintained that workers who had defected to smaller national organizations had fallen far behind in bargaining. He forecast that at Kitimat, B.C.—Steel's most serious loss—there would be a return to the Steelworkers' union.

One of the opponents of international unionism described the union's constitution as "nothing more and nothing less than an extension of imperialism and colonialism." Several speakers charged international officers of the union with supporting United States isolationist policies at the cost of Canadian jobs. Others argued that it was quite possible to have a completely autonomous Canadian union and still retain a strong relationship with the union in the United States.

Those taking the opposite position maintained that the Canadian members of the union already enjoy a very high degree of autonomy. Breaking away from the international would be a move in the wrong direction, because strong international ties are essential to balance the growing power of multinational corporations. There were also frequent references to the strike fund assistance that the Canadian membership had received from the international headquarters.

Reports made public at the conference showed that District (Ontario and the West) received \$552,000 in such aid last year. It was also announced that the scale of basic strike benefits provided by the international headquarters was being increased from \$10 to \$20 a week. This is supplemented by payments from the Canadian strike fund and local financing to a total of \$35 to \$45 a week.

Linked with the discussion of international unionism were demands for the removal of a section of the international union constitution barring members of the Communist Party from union membership. A member of a Port Colborne, Ont., Steelworkers' local had been expelled under this provision.

Opposition to the restriction was based primarily on the argument that the Communist Party is legal in Canada, and that individuals have the right to belong to and support the party of their choice. A number who took this position made it clear that they were arguing on a matter of principle and that they did not personally support the Communist Party.

The conference as a whole supported the administration position that constitutional changes could only be effected at the international convention level, and that representations should be made there.

Dealing with Inflation

Prevailing economic conditions received considerable attention. Two Steelworkers' locals—1005 at Steel Co. of Canada, Hamilton, and 251 at Algoma Steel, Sault Ste. Marie—had led the way in having contracts reopened to meet inflationary conditions. Adjustments had also been obtained in a number of other locations.

"We don't promote such interim wage increases as a panacea," Williams said. "The better solution to cost of living problems is an open-ended, no-limit, cost of living escalator clause, the kind we have achieved in the can industry. Obviously, without the full power at the union, we could not count on interim increases during the term of a contract, to protect our members. But the union has set the pace for many weaker unions and smaller industries, organized and unorganized."

Terin-Lajoie took the position that more fundamental changes were needed: "It appears to me both clear and dangerous that the generalized acceptance of periodic contracts and wage increases, bargained long in advance, is being advised by several groups in the face of the personal disorder of family budgets, and also in the face of the general scene of economic disorder gone wild."

There was considerable support for an extension of co-ordinated bargaining, which has been practiced in 12 instances in District 6. Williams, while favouring extension, warned that it was not a blueprint applicable to all situations, and posed an interesting question:

"There is no single way to deal with a conglomerate or an industry. These are going to be tough decisions in the future. In dealing with a diversified multinational corporation like Boranda, is it best for our members to bargain as a chain of locals in Noranda or as an industry, with Noranda Mines bargaining jointly with locals in other mining companies?"

A special statement dealing with escalator clauses stated that they were "a necessary feature of any agreement" in the face of rapidly rising living costs. The statement made it clear that, although escalator clauses could protect the purchasing power of wages, they could not improve living standards. This must be accomplished through negotiated wage increases. Cost of living adjustments should be applied to all wage calculations, including overtime, and should be effective immediately following rises in the Consumer Price Index.

The statement added "This conference recognizes the urgent need for substantial wage increases to restore the purchasing power workers have lost as a result of recent price inflation."

Political Views

Formal announcement of the date of the general election was pending when the conference opened, and an emergency resolution on the political situation was the first item of business to come before the delegates. The resolution, which was adopted with a lone

dissenter, congratulated the NDP on its "statesmanship" and attacked "the arrogant leadership of the Trudeau administration." The resolution stated that the NDP had no alternative to bringing about the defeat of the Liberal Government, and described Conservative proposals for wage and price control as "simplistic" and "unworkable."

Speakers on the resolution, all of whom supported it, called for a rallying of union strength in the election campaign.

The United Steelworkers is one of the unions that have been consistently active in the political arena. Mahoney, in an opening address prepared well before an election became obvious, recalled that the union had supported both the NDP and its predecessor, the CCF.

He freely admitted that support for this position was not unanimous, but explained "The majority had the right to freely and openly work to get governments elected in the provinces and in the federal field who share our social views and social outlook."

"We'll have differences with any government because we are democrats, and we understand that honest and well-intentioned people can differ. We have never sought a government that merely aped our ideas at any moment, but we have legitimately sought a government that shared our basic philosophy that people are the most important element of society."

Williams, in his report, also took a strong political position, stating "The NDP has not provided Utopia. We didn't expect it to, not

in British Columbia, or Manitoba or Saskatchewan. But the NDP governments do listen better, and a responsive government is a good government. Ordinary working people have clearly benefited from the NDP in power.

"But more is needed. Neither Manitoba nor British Columbia has pension benefit standards legislation. No province has adequate lay-off legislation to provide severance pay for the victims of runaway plants. In every province our members expect more direct action to control the cost of living. And the union has learned through experience that no government is as tough as we would like it to be on polluters and companies that operate with unsafe or unhealthy working conditions."

The report of the union's legislative committee gave solid support to British Columbia's NDP government for its labour legislation, which had earlier come under attack by the British Columbia Federation of Labour. The Steelworkers described the new British Columbia Labour Act as "the most important legislative changes governing labour legislation made last year."

Work Safety

Safety ranks high among the concerns of the Steelworkers' union, many of whose members are employed in what are regarded as hazardous occupations. A comprehensive report on safety and welfare took the position that: "the employer must accept full responsibility for the entire well-being of the worker in industry.

Governments must establish adequate legislation and regulations, as well as competent enforcement to assure the health and safety of the worker. Organized labour must work and co-operate and educate to assure the health and safety of every worker and every citizen."

The conference took a strong stand in maintaining that every worker should have the absolute right to refuse to perform work that he regarded as dangerous, and that he should not be subject to discipline or penalty for such action.

The workers' compensation plans in effect in Canada were described as among the best in the world, but there were suggestions for further improvements. There is, said the report, a need for closer integration with public health and rehabilitation programs. The scale of benefit payments has lagged behind living costs. Workers are frequently discouraged from filing claims in order to keep the accident rate down. Employers are not being compelled to take back a worker who has recovered from an accident. Widows' pensions should be increased to 75 per cent of the deceased worker's earnings.

In the discussion following presentation of the report, a number of delegates expressed alarm at the continuing high accident rate in some localities. A Sudbury delegate reported that there were 8,000 accidents reported

last year at International Nickel, per cent of which involved loss of working time. He maintained that the accident rate had increased since 1952. Conversely, a former employee of the Steel Co. of Canada at Hamilton reported that a safety program in effect there would eventually eliminate industrial deafness, which had earlier become a serious problem.

At one stage during the safe debate, attention centred on the uranium industry, and the convention adopted a resolution calling for the resignation of Labour Minister John Munro "for his failure to assume responsibility to promote and protect the health and safety of uranium mine workers under federal jurisdiction." Ken Valentine, a Steelworkers' staff specialist in safety, charged that mining companies had, in effect, "been given a license to murder" and the lives of many workers had been shortened by failure to provide protective measures.

Other Concerns

The United Steelworkers is also in the forefront of unions that give high priority to combating pollution and protecting the environment. As one third of the union's Canadian membership is in the mining and primary smelting industries, the Steelworkers have a direct personal interest in these problems. The conference adopted a detailed resolution calling for various forms of action to reduce pollution. At the same time, the conference demanded a planned

approach to resource extraction—policies should be geared to the public interest rather than to profits. It was maintained that Canadian resources should be processed in Canada, and protection should be provided for any workers whose jobs or incomes were adversely affected by resource policies.

The delegates responded enthusiastically to an address by Professor Fred H. Knelman of Sir George Villiams University, who warned that the resources of Canada and the world were being reduced to dangerously low levels, and were likely to reach a critical stage by the year 2000. He emphasized the need for long-term policies, including lessening of wasteful practices and more recycling. Such an approach, which he said would in the final analysis not involve a serious loss of jobs, was well within reach.

Earlier the delegates had given unanimous support to a resolution against legislation banning the use of non-returnable bottles, on the ground that such a restriction would wipe out the jobs of some union members. The resolution called for a more vigorous recycling program.

In his "State of the Union" message, Mahoney recalled that the Steelworkers had only 38,876 Canadian members in 1947, and the number had now reached 187,000. In basic steel plants the rate was then 77½ cents an hour, or \$37.20 for a 48-hour week. The comparable 1974 rate provided \$166.40 for a 40-hour week.

Reports presented to the conference showed that the western Canadian district, including Ontario, had the greatest membership increase of all the internationals in 1973. The Québec and East district also recorded membership increases; but at the cost of considerable effort and expense, with the new units averaging only 35 members each.

CMA Conference

SPOTLIGHT ON INFLATION

by **GEORGE SANDERSON**

An incomes policy accompanied by appropriate monetary restraint would go a long way toward solving Canada's inflation problem, delegates to the 103rd annual general meeting of the Canadian Manufacturers' Association were told June 4. But in proposing income controls, **Ronald S. Ritchie**, Chairman of Toronto's Institute for Research on Public Policy, asserted that interest, dividends and rents should be exempted, because "these latter are prices, or the result of prices, and should be controlled by normal market forces if we are not to sacrifice unnecessarily the efficiency of our market system."

Yet incomes policies are doomed to failure, he said, unless there is widespread understanding and acceptance of the necessity for them as well as general confidence that no group will be able to evade them.

Ritchie told the CMA that today's inflation is so serious it could lead to disaster. "Unless we find a way to call a halt soon, we run the risk, not just of economic collapse, but of social disintegration," he warned. Destruction of the market system through too much government intervention is "one important example of how inflation, escalating too long and too far, can become socially destructive."

There is "a dangerous degree of misunderstanding and distrust of the role of profits and prices in our market system," Ritchie observed. The popular theory that excessive corporate profits, price gouging and speculation are the causes of high inflation is "damagingly misleading," he asserted. "The truth is that high profits can be a result, rather than a cause, of inflation."

V. O. Marquez, former chairman of the board of Northern Electric pointed out in his address that accounting procedures are not equipped to deal with inflation and this results in "inadequate depreciation reserves, illusory inventory profits, and higher business risks." Politicians have used phrases such as "inordinately excessive" to describe profit performance, he noted. "The truth is that profit figures during periods of rapid inflation can be very deceiving indeed." Although inflation accounting may not cure inflation, it might shock companies, workers, shareholders and governments into doing something about it by sharing the true extent of the damage, Marquez said.

Ritchie charged that "economists can scarcely claim to have been much more effective than most politicians in helping the voters to understand the driving forces of inflation."

There has been little discussion at the layman's level of the need to bring money incomes in line with real increases in the output of goods and services, and of the accompanying need to control the money supply appropriately if such an incomes policy is to work."

A principal problem in Ritchie's view is "a widespread expectation that everyone's real income should improve each year, but no clear understanding of how much is feasible." Inflation results when increased wages and salaries are not matched by productivity gains, he explained. Using per capita GNP as the measure, real output increased 6 per cent in 1973, but the money value of output rose 13 per cent. "So long as we raise money incomes faster than real output, the money we receive must decline in value."

Governments, for their part, "feel compelled to fuel the whole inflation process by a continued though erratic over-expansion of the money supply [because] they know they would suffer at the polls for monetary restraints," Ritchie said.

Policies Criticized

Strong attacks on government spending and taxation policies were launched by a number of other speakers and panelists at the CMA meeting. **S. C. M. Ambler**, Executive Vice-President and Managing Director of E. F. Houghton and Co. of Canada, Toronto, backed Ritchie's statements by producing figures that he said showed that, from 1951 to 1973, wages and salaries increased by 297 per cent, whereas the Consumer Price Index rose only 95 per cent. Total personal income amounted to \$53 billion in 1972, said Ambler, but corporate income totalled only \$7 billion that year.

People don't realize that there are very few "big" corporations and that many companies break even or make a loss, he noted.

Commenting on expenditure by all levels of government, Ambler said that this had reached \$1,825 per capita in 1972, while total revenues amounted to \$1,796 per capita. The money comes from the pockets of over-burdened taxpayers, 86 per cent of whom earn less than \$10,000 a year, he asserted. Only 2 per cent of the population earns more than \$15,000 a year. John Meyer, Vice-President of Trizec Corporation, Montreal, said, "Governments will expand their services in proportion to the amount of surplus money that they can extract from a subservient public."

Calling for "intestinal fortitude" and "political honesty on the hustings," outgoing CMA President **Keith Rapsey** said that "world conditions cannot be made the excuse for tolerating or ignoring the all-pervasive severity of our inflation." But he assailed price and incomes controls as unworkable and dangerous, asserting that corporate profits are neither excessive nor an important cause of inflation. "After-tax profits last year were 8 per cent of the GNP. Simple logic should make clear that the other 92 per cent of the income flow is overwhelmingly more important in its impact on inflation."

Replying to union claims that wages are lagging behind prices, Rapsey said that in 1973, average hourly earnings in manufacturing rose by 9 per cent over 1972, whereas the average increase in the Consumer Price Index was 7.6 per cent. "Even more potent evidence that Canadians never had it so good in terms of real earnings is to be found in the nearly 5 per cent increase in real disposable income per capita last year."

Union Power

In an earlier address to the annual meeting of the Canadian Gas Association, Rapsey, who is President of Allen-Bradley Canada, Cambridge, Ontario, charged that "monopoly union power" was responsible for much of the inflation in Canada today. He said union leaders "never mention any figure other than weekly wages and salaries. They fail to point out that this particular indicator varies with the number of hours worked per week . . . Wage earners lost buying power on account of strikes—which decreased the average number of hours worked—not because their wages slipped." The true picture is conveyed by average hourly earnings, which have increased more than the Consumer Price Index for the past 25 years, Rapsey argued.

He came out against wage and price controls because "this supposed 'cure' has proved to be worse than the disease in every country in which it has been tried." He pointed out that "our most important trading partner, the United States, has recently been that route, and its inflation actually worsened as a result of market distortion induced by the controls program."

The Canadian Labour Congress has likewise expressed its opposition to controls on the grounds that they have proved unworkable in other countries and have had "disastrous effects on the living standards of wage and salary earners" while building up resentment against all those who managed to evade them. CLC Secretary-Treasurer Donald Montgomery stated

recently that the Congress would be prepared to accept an "effective" program that would impose price restraints against those who "charge unjustifiable prices and reap windfall profits." The CMA, on the other hand, contends that profits are the fuel for healthy economic growth.

Rapsey's prescription for the economy is not an incomes policy but a decrease in government spending, accompanied by lower taxes. Calling for an end to political

parties' outbidding each other with "extravagant new programs and promises," Rapsey said "the unbridled spending of our federal, provincial and municipal governments is one of the two major factors in inflation that we can do something about. The other is excessive union power."

He warned that, "If the share of national income taken by governments continues to grow at the rate it has been doing, then no one can

seriously expect inflation to ease in the coming months unless other measures are taken, which will surely bring on an economic recession." These measures involving higher taxes, and tight money and credit restriction aimed at curbing demand, would be harsh, he said—and "no government has the right to consider them until it has curbed its own extravagances."

The CMA's new president

"To try to get across to the public what the free enterprise system is all about." That, says William R. Lawson, new President of the Canadian Manufacturers' Association, is the main job of the CMA this year.

Lawson, Vice-President and General Manager of Domtar Packaging Ltd., told reporters at the CMA's annual general meeting that management has not done an adequate job in this area. "We must break down misconceptions about profits in the minds of the public," he said. "We believe that the free enterprise system, with established market prices, is the best system." Yet, "We seem to be slipping with too much facility into big government and big bureaucracy without very much evaluation." The Government, according to the CMA, is taking far too large

a percentage of real national income. The most important issues today are economic, Lawson said, yet Canadians have little understanding of economics.

Business is currently being blasted on all fronts, and the effectiveness of the CMA's drive to show why profits matter will depend to a large extent on the degree of co-operation it receives from the media and other segments of society.

Although the 8,600-member Association, through all 34 branches, is urging its members to concentrate on employees and their families first, its educational efforts are expected to extend to teachers, students, consumer groups and legislatures.

The campaign is expected to add significantly to Lawson's year in office; nevertheless, he has many years of management experience to back him up, not to mention 110 permanent CMA staffers across Canada, who are well versed in the Association's continuing role as a strong voice for industry with federal and provincial governments.

In the CMA tradition, Lawson says that Canada would be better off with less labour union power and less government spending. Echoing other speakers at the CMA's annual meeting, he told reporters that inflation should be fought by curbing public expenditure and formulating a "reasonably stable

long-term monetary policy." He believes that the Government was too liberal in allowing a large growth in the money supply in the late 1960s and early 70s, but he approves the more conservative stance it is now taking.

Lawson thinks that economic management must be concentrated in Ottawa. Without that, he says, there would be confusion and ineffectiveness in handling such matters as inflation, resource development, fiscal and monetary policies. But he hastens to say that the provinces should be dominant in cultural and social matters.

The CMA chief noted that the Association, representing the vast majority of manufacturing companies in Canada, has begun to take "moderately nationalistic" stance on foreign investment. "We think it would be nice if most of our resources and the means of processing them were owned by Canadians," he said. "However, we don't believe in going to extremes that would ultimately do the country more harm than good."

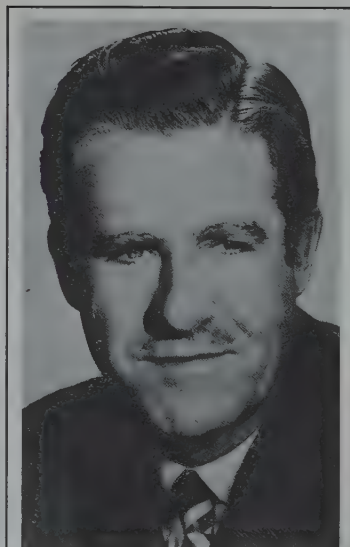
Calling for action against labour power, Lawson asserted that we need a better-balanced system of collective bargaining. "Right now the process is out of whack. Management doesn't have any economic clout," he said. The CMA president would like to see some form of compulsory arbitration in the public sector. "We believe that strikes against the public at large should not be tolerated," he declared. Air traffic controllers, for example, are "not the best judge of what they are worth. Third parties can be more objective."

Long a resident of Montreal, Lawson played down the impact on business of Québec's efforts to ensure the primacy of the French

language in the province, saying that Bill 22 is "not really a primary concern of the business community." He does not expect the proposed legislation to have much immediate effect on business, although he described its provisions as "unfortunate." Bill 22 requires that only children with a "sufficient" knowledge of English may attend English schools. All others must be educated in French.

French is already the language of work in Québec, Lawson said. English, however, continues to be the language of business. "That's worldwide, that's the way it is. A unilingual French-speaking person can only rise in a company to the extent that he is willing to do business exclusively in Québec." The province's substantial business ties with the outside world will always make it necessary to conduct a large part of important business in English, he observed, adding that opportunities exist in big business for French-Canadian managers, and that companies with Québec operations will select a higher percentage of francophone managers.

"The French-Canadian's one difficulty is that he has to be competent in both languages," said Lawson. He fears that French-Canadian children not already proficient in English may be barred from education in that language. "If people of French expression are confined to French schools, and people of English expression to English schools, where are the bilingual managers we so badly need going to come from?"



Walter R. Lawson, Vice-President and General Manager of Domtar Packaging Ltd., was elected 1974-75 President of the Canadian Manufacturers' Association at the CMA's annual general meeting, held June 2 to 4 in Montreal. He succeeds Keith H. Rapsey of Cambridge, Ontario.

Born in Nova Scotia, Lawson, a graduate in chemistry and engineering, has spent his entire career with Domtar, which he joined after serving in World War II. He has been in his present post since 1970.

His service with the CMA includes a past chairmanship of the Québec division, and several years on the Executive Committee. He was elected the Association's first vice-president in 1973.

CIRRI Conference

THE FUTURE OF PUBLIC SERVICE BARGAINING

by TED WEINSTEIN

The role of the Public Service Commission as Parliament's guardian of the merit system has become "a farce and a fraud", according to Claude Edwards, President of the Public Service Alliance of Canada, which bargains for 150,000 federal Government employees.

In a hard-hitting address to delegates at the 11th annual conference of the Canadian Industrial Relations Research Institute, held June 3 and 4 at the University of Toronto, Edwards declared that the PSAC cannot continue supporting the shell of a merit system whose substance is being whittled away from within.

"If we cannot have a Commission that is truly independent, I think the public service unions have two alternatives: either to seek the transfer of the Commission's

'watchdog' role to the Public Service Staff Relations Board, or to attempt to persuade Parliament to make appointments, transfers and promotions bargainable matters under the Public Service Staff Relations Act," stated Edwards.

Most private sector employers consider the effective matching of job requirements to job incumbents to be crucial in achieving program objectives, he explained. In 1967, public service collective bargaining was instituted and the Treasury Board took charge of almost all terms and conditions of employment; the Commission retained control of only appointments, transfers and promotions. Since then, "the Public Service Commission has bent over backwards to, as it proclaimed in

its 1970 report, 'Let the managers manage.' In 1972, more than 68,000 appointments—79 per cent of all appointments made to or from within the public service—were made by program managers under authority delegated to them by the Commission."

The Commission has established a system to monitor departmental staffing actions, Edwards continued. Yet, despite a special study carried out in 1971 and changes resulting from it, the Alliance is still not satisfied that the Commission is discovering—much less reporting—incidents of nepotism, discrimination or political patronage.

"Indeed, the role of the Commission as Parliament's guardian of the merit system has been substantially watered down since 1967. Not one of the six reports subsequently

published identifies weaknesses in administrative processes designed to protect the merit system, or refers to a single incident of discrimination or patronage. The Public Service Employment Act provides for revocation of improperly-made appointments and for withdrawal of delegated authority from departments that do not uphold the merit system; but so far as I have been able to determine, since 1967 only one appointment made under delegated authority has been revoked and no delegation has ever been withdrawn.

"Considering the extent to which the operational control of appointments has shifted in recent years from the Commission to departmental officials, this is either evidence of unflagging support of the merit principle by management throughout the service—a clear reflection of the efficiency of the Commission's surveillance systems—or a cop-out by the Commission from the fundamental responsibility vested in it by Parliament."

The PSAC President also spoke out against the traditional bargaining policies that give the same percentage increases to workers at different salary levels.

He noted that the percentage increase syndrome, which has permeated the collective bargaining scene in Canada for the past decade, provides for wage increases that are supposed to maintain the ratio between the various income levels. In fact, it simply widens the wage gap between those in higher income brackets and those in the lower brackets.

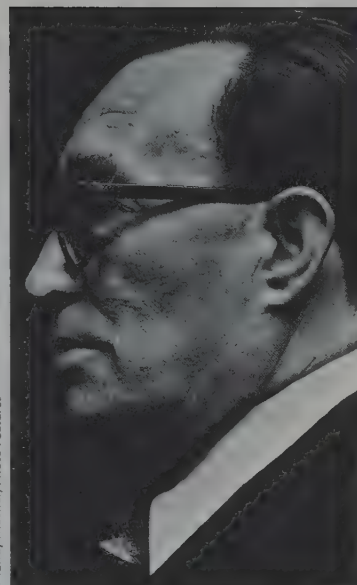
Most North American workers do not believe everyone should be paid an identical wage, said Edwards; there should be appropriate differentials in wages and salaries to reflect different contributions made by workers, and to provide incentives for people to acquire higher skills and education and accept more responsibility. But workers do not approve of the ever-widening arc between those at the lower end of the pay scale and those at the upper end, and the regressive distribution of national income.

The Future

The present labour unrest, noted Edwards, has been building for about 10 years and is rooted in the fact that low-paid wage earners are not sharing in Canada's growth and prosperity. To help these workers secure their fair share in Canada's prosperity will be the greatest challenge facing collective bargaining in the near future.

Current inflation has increased public sensitivity to the plight of low-paid workers. Edwards admitted that perhaps in the Alliance's anxiety to ensure that public servants receive wages comparable to those paid in the public sector, it has been a party to wage settlements for low wage earners that "although statistically defensible, were morally outrageous."

Dissatisfaction and militancy in the public service—keeping in mind that the average federal wage is \$9,700 and there are approximately 120,000 federal employees earning less than \$10,000 annually—will be manifest in many ways, declared Edwards. So far in 1974, five tentative agreements have been rejected by PSAC bargaining units, compared with one rejection in the years 1967 to 1973.



Murray Moshier, Photo Features

Edwards

Wildcat strikes and demonstrations, as well as attempts to change bargaining agents or union leadership, will be aimed at the unions as well as the employer. Union discipline will be difficult to maintain. This will make the bargaining relationship more difficult because neither union nor management can be sure that any agreement will be accepted. The employer is likely to hold back his best offer in reserve in the event of non-ratification or wildcat strike, and the union negotiator will be reluctant to accept and recommend what would normally seem like a good offer unless he believes he has solid support. The end result will be tougher bargaining, fewer negotiated agreements, more use of dispute settlement machinery and the likelihood of increased disruption and unrest.

Edwards expressed agreement with recommendations in the Finkelman Report on Employer-Employee Relations in the Public Service regarding master work

agreements or coalition bargaining. The implementation of coalition bargaining would permit the institution of master agreements containing terms and conditions of employment applicable to employees in more than one unit, leaving only salaries and specific terms to be negotiated. Coalition bargaining would replace the present "ritual" or separate notices to bargain, separate demands, and separate negotiations for virtually identical agreements.

Report Defended

Jacob Finkelman, Chairman of the Public Service Staff Relations Board, who headed the recent inquiry into the Public Service Staff Relations Act, spoke to the delegates about his report. He said his report's recommendations took into account the variety of groups in the public service, each group having unique qualities. Collective bargaining legislation, he observed, must be adapted to the conditions of as large a proportion of the employees as possible while assuring to each group a reasonable opportunity to govern the conditions particular to that group.

"Balkanization of the public service through agreements entered into on a unit-by-unit basis would tend to establish vested rights in the employees in each unit that could not thereafter readily be modified by coalition bargaining for many years to come. It therefore seemed desirable to refrain from making certain subject matters bargainable immediately and to provide other measures that would pave the way for service-wide bargaining, or bargaining covering a substantial segment of the community at the time the next review of the legislation is undertaken."

Speaking on other recommendations, Finkelman stated that initial appointments or promotions should not be made subject to collective bargaining, even though it has been traditionally been bargainable in the private sector. Public servants are hired and promoted on the "merit principle," which gives equal opportunity of access to employment and promotion to all citizens and for this reason should not be made bargainable.

The report recommended that the Public Service Commission be vested with authority to establish by regulation the order in which employees are to be laid off and recalled, giving preference, after other considerations, to seniority. To accord each bargaining agent the right to bargain on layoff and recall on a unit-by-unit basis would lead to the possible ghettoization of employees in specific occupational groups, subgroups, or bargaining units within an occupational group. If the recommendation is accepted and the parties do not make the suggested solution work, said Finkelman, layoff and recall can become a matter for joint decision-making.

Regarding classification, which affects a wide range of an employee's rights and interests and those of his bargaining agent, the report recommended that it not be made bargainable, but that it be made subject to joint consultation. No alteration in a standard would become effective without "adequate" (as defined in the report) consultation, declared Finkelman.

Management's Problems

George Lucas, Chief of the Treasury Board Advisory Services Group spoke on the future of public service management. The public service in 1967 was not prepared for the institution of collective bargaining and management was "inflicted" with 'management by organization', computers, and various management theories. The future of public service management will be influenced by the ability to adapt the system to the various units in the public service he said.

Practitioners of public service bargaining have their roots in industrial relations but must adapt to working in staff relations. Some managers must adapt to the rules and guidelines of the Public Service Staff Relations Act. And public servants must adapt to the idea that they are organized and now have a say in their terms of employment.

Public service collective bargaining resembles that in the private sector but it covers groups of people such as scientists and professionals not covered in private industry. Public service bargaining is also ambivalent, declared Lucas, as some employees are excluded from bargaining because they are classified as management or for other reasons. They work with their peers, yet they are different.

Federal collective bargaining never ends, Lucas noted, because with about 80 bargaining units, the government is always bargaining with some of them.

Canadian Council of Christians and Jews

HUMAN RELATIONS FOR LABOUR AND MANAGEMENT

by TED WEINSTEIN

Voluntary arbitration of public service disputes, after negotiations and mediation have failed, may be the strike settlement idea whose time has finally arrived. This proposition was put forward by Prof. Frances Bairstow, Director of McGill University's Industrial Relations Centre, during an address she delivered to a labour-management conference sponsored by the Canadian Council of Christians and Jews, held May 6 and 7 in Toronto.

The popular solution to labour conflict, put forward by the lay public, is compulsory arbitration. It has the attraction of finality, and sounds fair and reasonable. Where it has been tried in Canada, in Australia and in the United States, it hasn't worked, but it doesn't stop the newspaper editorialists from calling for it all the same," declared Bairstow.

Voluntary arbitration comes in many varieties, she explained, and it has the advantage of flexibility and adaptability. "Furthermore, voluntary arbitration is bound to be an improvement over the chaos we have witnessed of late, and which looms ahead in our industrial relations scene. It would also help to stave off the substitution of an authoritarian mechanism.

"Of course," she added, "there are serious problems to be solved, if and when voluntary arbitration becomes widespread—not the least of which is the lack of a corps of competent, skilled arbitrators."

This is a new era in Canadian industrial relations, one that calls for new strategies based on a concern for the public's interest. The new environment, in which public service employees or parapublic workers (many of them professionals) are growing increasingly militant, requires a different approach to collective bargaining

and conflict resolution. This increased militancy, emphasized Bairstow, in turn stimulates a counteraction by the public, which feels growing disaffection with work stoppages in the public sector, or in the service component of the private sector. In practical terms, this disaffection means disaffection with the right to strike.

Legislative efforts to curb strike rights are gaining public acceptance, she noted. But politicians, grappling for an all-time, all-purpose definition of "the public interest," avoid omnibus legislation because of the need for flexibility in determining at what point government must protect the public interest.

Reviewing Canadian labour laws, Bairstow said that the British North America Act has divided labour sovereignty between the federal Government and the provinces.

Nation-wide strikes, except for such operations as the railways, airlines or postal workers, are therefore almost impossible. Yet, despite the fact that effects of strikes are limited, the settlement processes are complicated because of 10 different provincial labour laws. The recent elevator constructors strike, which affected all provinces and required each province to deal with it individually, illustrates the problem, she noted.

In the use of nation-wide bargaining in federal government services, the majority of disputes are settled either by agreement or voluntary arbitration. Saskatchewan and New Brunswick emulate the federal Government; Québec allows strikes, but not arbitration; and Ontario permits arbitration, but bans strikes.

Canadian Youth

Speaking on youth in the Canadian labour market, Dr. **Harish Jain**, Chairman of McMaster University's Personnel and Industrial Relations Department, said that the trend to younger, more educated workers will present special problems for employers and managers. The latter will have to adjust from dealing with less educated, less trained workers to those who have made investments in their development, and who want opportunity for further growth and promotion. Unless these opportunities are presented, predicted Jain, the workers will become disgruntled, and that could lead to high staff turnover, wildcat strikes, contract rejections, absenteeism, and other expressions of discontent.

Approximately 50 per cent of Canada's population is under 25, said Jain. The 1970-80 projected growth in the Canadian labour supply is 2.8 per cent, compared with a projected growth of 1.4 per cent for the U.S., 0.5 per cent for Sweden, and 0.4 per cent for Japan. And young people entering the workforce will be better educated, with 55 per cent having more than Grade 8 education, and 20 per cent having some university or post-secondary education.

Higher education also encourages young people to aspire to a better quality of life. "They are less willing to accept the monotony, bureaucratic regimentation, and submission to authority that is imposed by the discipline of the industrial system. They are more vulnerable to frustration and inclined to 'cop out.'" This is made possible by our welfare system and affluent society, but it does not mean that young people are opposed to working; it simply means that they do not want meaningless dead-end jobs," said Jain.

The problem will be compounded by 1980 when 50 per cent of those entering the labour market will have post-secondary degrees. At that time, there may not be enough jobs to match their qualifications. Attracting young male and female workers to managerial positions will supply the necessary challenges, offset the shortage of personnel, and provide employment for women, who will soon form more than 50 per cent of the workforce.

Co-operation Vital

The (then) Ontario Labour Minister, **Fern Guindon**, told delegates that labour and management cannot always look to government to solve their problems, unless they are willing to put forward viable and joint solutions, and communicate openly with each other.

The vast majority of the more than 3,000 collective agreements signed in Ontario annually are signed without any work stoppage, Guindon observed, but disputes that do occur sometimes receive such prominence that many people say the strike system is outdated and must be replaced. "That may be so," he said, "but it is the parties themselves who must decide the Government can supply the vehicle, it can assist in providing the expertise, it can offer advice. But the initiative for change must come from the parties involved."

Legislation can solve problems in many areas of society, he continued, but not in labour relations. "We need suggestions and innovations from those directly involved. If those suggestions involve legislation, that's fine, but the Government has no intention of altering the present bargaining system on its own."

50 YEARS AGO

co-partnership plan, under which employees were made joint stockholders in their employing firms in Canada, Britain and the United States; the problem of juvenile employment in London, England; a report by the American Bar Association urging the "need of devising means to end industrial warfare;" and unemployment insurance legislation in Germany were among the topics discussed in the August 1924 issue of **The Labour Gazette**.

The co-partnership plan, under which employees were made joint stockholders in their employing firms, was being adopted by an increasing number of large concerns in Canada, Britain and the United States. The most important example of this plan was one in operation at the Lever works at Port Sunlight in England. The latest Canadian co-partnership was reported in July 1924 when the president of T.S. Simms and Company, Limited, Saint John, N.B., manufacturers of brushes and

brooms, announced that the company would be conducted as a profit-sharing concern and would guarantee former stockholders "a fair dividend on their investments." One third of the balance of the profits went to labour and two thirds to the executive staff; this surplus was converted into stock entitling the employees to vote with the other shareholders. Another form of employees' representation was "plant assemblies" that were instituted at some branches of the Swift Packing Company in Canada and the United States. Each "plant assembly" consisted of an equal number of representatives of employees and management. The representatives studied employment conditions, including health and safety, recreation, compensation, employees' benefits, personal grievances, individual wage changes, general working hours, personal disputes with foremen, or between employees, absenteeism, equipment, and suggestions for the improvement of service. Of 865 grievances that were considered by joint plant assemblies in the

various branches of Swifts, two thirds were decided in favour of the employee, about one third in favour of management, and a few were compromised, withdrawn or unsettled.

The British public was asked to contribute suggestions toward the solution of the problem of juvenile employment in London. An Advisory Council for Juvenile Employment within the administrative area of the county of London was appointed to advise the Minister of Labour on broad questions relating to the employment of young people. The Council invited public competition for essays on "The London Problem of Juvenile Employment." The object of the competition was to invite considered opinions on this problem, or on any of its aspects. Before the Advisory Council was established the function of dealing with the employment and welfare of children had been divided between the Ministry of Labour and the London County Council. When the County Council decided not to undertake the optional powers that were given to them under the Unemployment Insurance Act of 1923, the duty devolved upon the Ministry, assisted by the Advisory Council. The latter included educationalists, both teachers and others, and representatives of employers and workpeople, with specialists in the several problems involved. Its work consisted not only in advising the minister, but in co-ordinating the work of the juvenile advisory committees which were later to be attached to each Employment Exchange in the County of London.

The American Bar Association, at a convention held in Philadelphia in July 1924 adopted a report of its committee on commerce, trade and commercial law that urged "the need of devising means to end industrial warfare." The report referred to the Kansas Court of Industrial Relations as providing "the most effective machinery to this end. . . . The members of the bar are beginning to see that an impartial tribunal free from political influence, with power to enforce its decrees, and so organized that every employer and every employee having a grievance can be sure of a speedy hearing and a just decision, is the only effective means of settling disputes. . . . The Kansas Industrial Court is opposed by the leaders of labour unions, as the court, if necessary, limits their absolute power. It is opposed by some employers because it curtails their autocratic authority. The most careful study yet made of the creation and action of the Kansas Court of Industrial Relations has been recently published by the National Industrial Conference. Three conditions are stated as necessary for the full success of the court: (1) acceptance by employers and labour unions in essential industries of the principle that the public welfare is supreme; (2) development of principles of law and rules of practice which will enable the court to deal with group organization in industry, since the court must deal with conflicts of groups as well as disagreements of individuals; (3) complete removal of the court from the influence of partisan politics."



Considerable change was made in German unemployment insurance legislation as a result of the crisis in unemployment, according to the International Labour Office. An order of February 16, 1924, contained important new provisions. The contributions of employers and workers to unemployment insurance were fixed for each group at 1½ per cent of the wages. Contributions to unemployment insurance were compulsory for all workers insured against sickness. Certain trades in

which unemployment is rare may be exempted from this obligation. Exemption was given to all agricultural workers who, in addition to working as wage earners, cultivate an allotment. The order further provided that, to qualify for benefit, an unemployed person must have been employed for at least three months during the twelve months preceding his unemployment, in a trade to which sickness insurance applies. This order abolished benefits for persons partially unemployed, as well as benefits for unemployed young persons under 16 years of age.

BOOK REVIEWS

PERSPECTIVE ON THE ZUBATOVSHCHINA MOVEMENT

Russian Police Trade Unionism: Experiment or Provocation? by Dimitry Pospelovsky, London School of Economics and Political Science, Weidenfield and Nicholson, 5 Winsley Street, London W1; 189 pp.

by BORIS MYHAL

This is a well-documented book on an episode in the economic history of czarist Russia. Like most schemes undertaken during the two decades preceding the Russian revolution in 1917, the episode is still hotly controversial, and many of its details are, deliberately or not, shrouded in uncertainty. The author sets out to answer two questions: (1) Was the movement an honest experiment by an honest man, or was it a ploy by a shrewd police administrator? and (2) Had the movement been successful, would its consequences have changed the course of events during those fateful decades?

The author, acting as an impartial historian, intended to present the episode from a 70-year perspective. The presentation is persuasive; views from both sides are carefully presented, extensively quoted, and critically evaluated. Both contemporary and recent studies are reviewed.

The Background

When Sergey Vasil'evich Zubatov (1866-1917) became the chief of the Political Department of the Moscow police, he knew that just below the seemingly solid façade of official Russia lay a strong political and social dissatisfaction. He believed that what was potentially most dangerous was the restlessness of the emerging working class, hardly recognized as a new social phenomenon and with no official status as a class or estate.

During the last decades of the 19th century, the political, social and economic position of workers in the Russian state varied between regions. The Empire was a geopolitical patchwork of conquests and annexations in which industrialization and customary labour

relations varied according to the historical, demographic and ethno-religious characteristics of the population on the one side, and the industrial legislation on the other.

The law and its administration openly favoured the employers; strikes were illegal and punishable. Loopholes were provided for employers to avoid fulfilment of the law, but there was no such leeway in sections dealing with workers' obligations. Labour standards were simply appeals to the good will of employers.

The standards, quotes Pospelovsky, were to be "interpreted not as a command, but simply as a well-wishing desire" for the paternalistically inclined owners. The legal and bureaucratic entanglement was due to the fact that the Ministry of Finance "was officially in charge of both the workers and the industrial enterprises." The Ministry "was too strongly tied up with the capitalists to be able to effectively and systematically protect the workers' interests."

Zubatov, whose occupational duty was to fight the political unrest so as to ensure the security of the czarist system, saw that the vast majority of workers, including the genuine worker-leaders, were deeply loyal to the Crown and Church. He also understood why helpless, exploited workers were easy prey for the revolutionary parties composed of students and younger intelligentsia. The ultimate goal of these parties was to overthrow the czarist regime and to establish a socialist system. To achieve this aim, they attempted to direct the workers' dissatisfaction into political action against the state.

The Plan

To ensure the security of the czarist system, Zubatov planned to divert the workers' demands toward economic and educational goals. In this way he could achieve two aims. First, the revolutionary parties, devoid of the support of the working masses (on whose behalf they claimed to be fighting), soon would be suppressed by the police, and frustrated into non-existence. Second, the working class, because they were now working for goals that could be achieved, would no doubt be successful, and thus remain loyal to the Crown. Idealistically, Zubatov envisioned a supraclass autocracy in which all social strata would have equal rights and opportunities.

By choice at first, and later by necessity, Zubatov worked outside the legal framework, which was partial to the feudo-capitalistic classes in the country. He was merely tolerated by the administrators in the Ministry of the Interior and his powerful enemies in the Ministry of Finance.

For some time, Zubatov and the "Zubatovshchina" movement were successful. Their organizations grew in number and influence; ideological enemies from "the left" and "the right" switched to their side; leaders of the "independent workers' groups" were able to conduct strikes and win them without violence. The Zubatovshchina movement spread from Moscow, where it had been a great success, to Minsk and its surrounding towns, to Odessa and to Petersburg. The movement was temporarily victorious in the small-enterprise Jewish milieu of

Minsk, and it grew fast in the waterfronts and factories of Odessa, the most international city in czarist Russia.

The Result

But moderate courses have never been successful in Russia. Soon, in Moscow, under the pressure of revolutionaries and liberal intelligentsia, Zubatov supporters at the university backed out of the movement, frightened by accusations that Zubatov was an "agent provocateur" on a grandiose scale. In Minsk, the Bund (the "General Jewish Workers' Union in Russia, Poland and Lithuania") increased beyond legal boundaries its "watchfulness" and "defence" against Zubatov's supporters.

It was at Odessa, however, that Zubatovshchina suffered its crucial defeat. A strike supported by Zubatov's "Independent labour group" ballooned rapidly into the first general strike in the history of Russia, extending ultimately as far as Kiev and Kharkov. Although Zubatovshchina lingered for a while, Zubatov himself was held responsible for the strike and was subsequently banished. In Petersburg, Zubatov's original group degenerated into the "Gaponovshchina," which led to the "Bloody Sunday" of January 9, 1905.

The author succeeds in presenting Zubatov as an idealist who believed that both autocracy and social justice could exist side by side in Russia. To achieve this goal, Zubatov ruthlessly fought underground revolutionary parties, converted most idealistically minded revolutionaries to his views, and preached economic justice. His methods disappointed liberally minded intelligentsia and displeased his superiors. In Pospie-

lovsky's book, however, Zubatov emerges as a tough but honest administrator who takes personal interest in the fortunes of adherents of his movement, even after the fight is lost.

Pospelovsky argues that had the Government of Russia let Zubatovshchina develop beyond its infant stage into a full-fledged, economic-type labour movement, Russia would have been spared many tragedies of the later decades. Deflecting the discontent of industrial workers away from the Government to their employers would have put the latter on a stronger basis. Had the Government conceded to some of the demands of the "independents," it would have expanded its support beyond the narrow circle of officers, landlords and capitalists.

Whether or not such a development would have materialized is now only of academic interest. Without the danger of admitting to historical determinism, one may disagree with Pospelovsky. There were deeper cracks in the structure of czarist Russia during the early 1900s than Zubatovshchina could have repaired in a few years: restless masses of marginal farmers and landless peasants; persecuted racial, cultural and religious minorities; silenced nationalities "from the Moldavian to the Finn"; and an uneducated, apathetic populace lacking personal freedom—to name just a few. "Social and Freedom" banners were carried in the foreground by the demonstrators during the revolution in 1905; demands for an 8-hour working day were less conspicuous.

Although the author succeeds in presenting events in a quite interesting way, this is not an easily read book. A western reader would soon be lost in a maze of designations—not used consistently—referring to geographical and administrative parts of the Empire. Even a reader familiar with the history of Russia may wonder why the chief of police of the Minsk guberniya or of the city of Kiev could take his prisoners to Zubatov in Moscow rather than to someone in Petersburg. A reference to “the extremely emotional temperament, which is usually to be found among mixed races living around the Black Sea and particularly in Odessa,” seems somewhat far-fetched as an explanation of the rapid growth of Zubatovshchina in

that area. Pospelovsky might also have considered the activities of the Revolutionary Ukrainian Party, and its possible role in the 1903 general strike.

A Canadian reader might regret that Pospelovsky did not list, in his extensive bibliography, **An Economic History of Russia**, by James Mavor, Professor of Political Economy at the University of Toronto. The chapter on Zubatovshchina was written soon after the events took place, and therefore has value as an original source.

Pospelovsky takes the liberty to insert an occasional digression referring to present Soviet conditions. This reader's rejoinder: Yes, there was more freedom in Russia in Zubatov's time than in the Soviet reality today!

(Ukrainian-born Boris Myhal is with the Operational Research Division of the Department's Economics and Research Branch.)

PRICES AND EMPLOYMENT

CONSUMER, MAY

The consumer price index (1961=100) rose 1.7 per cent to 164.6 in May from 161.9 in April, and was 10.9 per cent above its level of a year ago. About one half of the increase was due to an advance of 3 per cent in food prices. Higher retail prices for petroleum products were responsible for a further one-quarter of the rise. Every major component contributed to a 1.2 per cent increase in all items other than food. The index for housing rose 1.2 per cent and transportation 1.7 per cent. The recreation, education and reading component advanced 1.1 per cent and that for clothing 0.7 per cent. An increase of 0.9 per cent was recorded for the tobacco and alcohol and the health and personal care elements.

The food index advanced 3.0 per cent to 186.1 in May from 180.8 in April. The price of food for home consumption rose 3.3 per cent, and for restaurant food 1.5 per cent. Higher prices for fresh produce were responsible for two-fifths of the increase in the total food index. The price of bananas rose 40 per cent, tomatoes 30 per cent, potatoes 18 per cent and lettuce 15 per cent. Since May 1973, the price level for fresh vegetables advanced 16.4 per cent. The beef index, which declined in the preceding two months, advanced in May to a level 17 per cent above a year earlier. Pork prices continued to decline (1.9 per cent) to a level almost 20 per cent below their September 1973 peak. The poultry and egg indexes also registered declines in the latest month—poultry 1.6 per cent and eggs 1.4 per cent. Among dairy products, the fresh milk index advanced 4.1 per cent and powdered skim milk, 19.6 per cent. Evaporated milk, ice cream, butter and cheese also increased in price. Although price

levels of flour and bread were unchanged, other bakery products such as cookies, cake mixes and crackers, registered increases. Fats and oils advanced 6.8 per cent in the latest month—over the 12-month period to May 1974, margarine prices rose 70 per cent and cooking oil about 50 per cent. The price of sugar, after declining 4 per cent in April, advanced 6.8 per cent to a new peak nearly 125 per cent above its level of a year earlier. Various sugar-related products such as soft drinks, jelly powder and jam, also recorded price increases, as did most frozen and convenience food items.

The housing index advanced 1.2 per cent to 163.4 in May from 161.2 in April, and was 8.0 per cent above its level of a year ago. About one half the increase was because of a 15 per cent increase in the average cost of fuel oil. Furniture prices advanced and the general household supplies index also increased despite lower consumer prices for some cleaning items following removal of the Ontario sales tax. The shelter component of the index, home ownership rose 1.1 per cent because of increases in the indexes for new houses, mortgage interest and repairs; rents advanced 0.2 per cent.

The clothing index rose 0.7 per cent to 150.5 in May from 149.5 in April and was 9.5 per cent higher than a year earlier. Increases were recorded in all major components except footwear, which declined slightly in response to the removal of the Ontario sales tax on footwear retailing for \$30 or less. Men's clothing prices rose, on average, 1.2 per cent and women's clothing 0.9 per cent. Children's wear advanced 0.5 per cent and continuing increases for cotton and synthetic fabrics were responsible for a rise of 0.7 per cent in the piece goods index.

The transportation index advanced 7 per cent to 148.4 in May from 139.9 in April. It was 10.0 per cent above the May 1973 level. More than four fifths of this increase was because of higher gasoline prices, which registered an average rise of 6 per cent; the motor oil index advanced 1.7 per cent. The average price of new cars increased 0.2 per cent, mainly because of increased quotations for some domestic models. Among public transportation items, taxi fares increased in Toronto and local bus fares rose in Quebec City. Inter-city travel prices rose 0.9 per cent, chiefly because of seasonally higher trans-Atlantic fares.

The health and personal care index rose 0.9 per cent to 168.3 in May from 166.8 in April, and was 7.7 per cent higher than a year earlier. In health care, pharmaceuticals advanced 1 per cent as increases were recorded for both prescribed and non-prescribed drugs. Within personal care, higher prices for men's haircuts and women's hairdressing outweighed average price declines for a number of personal care supplies that reflected, partially, the removal of the 7 per cent Ontario sales tax.

The recreation, education and reading index rose 1.1 per cent to 154.6 in May from 152.9 in April, and was 7.5 per cent above its level of a year ago. Higher prices for recreation equipment, including boats and motors, photographic supplies and toys, accounted for about two thirds of the increase. Movie admission prices rose in several major cities. In the reading component, newspaper subscription rates increased in Ottawa.

The tobacco and alcohol index rose 0.9 per cent to 142.8 in May from 141.5 in April, and was 4.8 per cent higher than a year earlier.

Higher prices for home-consumed beer were recorded in Quebec and Nova Scotia; increases were registered also in several major cities for beer and liquor in licensed premises.

Consumer price movements, reclassified by goods and services, give another view of the incidence of price change. In May, the total goods index advanced 2.3 per cent, the main impetus coming from non-durable goods that rose 3.0 per cent primarily because of higher prices for food, gasoline and fuel oil. The index for semi-durable goods rose 1.0 per cent, mainly because of higher quotations for furniture and automobiles. An increase of 0.7 per cent was recorded for the services index following increases in the shelter, health, personal care and clothing elements. Between May 1973 and May 1974, the total goods index advanced 13.0 per cent and that for services 7.2 per cent.

WHOLESALE, APRIL

The general wholesale price index (1935-39=100) rose 1.7 per cent in April to 452.2 from 444.5 in March, and was 27.0 per cent above the April 1973 level of 356.0. All eight major group indexes were higher.

The non-metallic minerals index advanced 4.5 in April, mainly because of an increase of 10.2 per cent in prices for petroleum and its products. Higher prices for pulp, building board, cedar and newsprint were responsible for an advance of 3.2 per cent in the wood products group index. The iron products index increased 2.2 per cent as prices rose for scrap

iron and steel, tinplate and galvanized sheets and rolling mill products. The textile products index moved up 2.0 per cent with price increases for cotton fabrics and cotton knit goods, woollen hosiery and knit goods and miscellaneous fibre products.

During the period April 1973 to April 1974, advances were registered by the following major group indexes: Vegetable products, 54.9 per cent; non-ferrous metals, 38.1 per cent; textile products, 36.3 per cent; non-metallic minerals, 26.3 per cent; iron products, 24.3 per cent; chemical products, 19.1 per cent; animal products, 11.5 per cent; and wood products, 11.0 per cent.

CITY CONSUMER, MAY

Consumer price indexes rose in all regional cities and city-combinations during May: increases ranged from 1.0 per cent in Ottawa to 2.3 per cent in Winnipeg.

Food indexes advanced in all cities, as prices were higher for most items of home-consumed food and food eaten away from home. Lower quotations were recorded in most centres for pork products, poultry and eggs. Housing components rose in all cities, reflecting generally increased shelter costs and, in several cities, higher prices for fuel oil, furniture, floor coverings and household supplies. Clothing indexes advanced in all centres surveyed because of higher prices for most items of apparel, including footwear (except in Ontario, where the removal of the provincial sales tax on footwear retailing for \$30 or less resulted in a decline in the footwear index).

Transportation components rose in eleven cities, with the largest advance recorded in those cities where there were marked increases in gasoline prices. New cars also increased in price, and trans-Atlantic air fares rose seasonally. Health and personal care components increased in eleven cities as a result of higher prices for pharmaceuticals and toiletries, and higher charges for men's haircuts and women's hairdressing. Recreation, education and reading indexes advanced in all centres. Prices rose for recreation equipment, including boats and motors, photographic equipment, toys and games. In several cities movie admission charges were higher, and in Ottawa, newspaper subscription rates increased. Tobacco and alcohol components rose in eleven cities, reflecting higher prices for alcoholic beverages consumed in licensed premises and, in some Maritime cities, increased prices for tobacco products.

EMPLOYMENT, MAY

During the week ended May 18, there were 9,676,000 persons in the labour force, of whom 9,152,000 were employed and 524,000 were unemployed, Statistics Canada estimated.

Seasonally adjusted employment decreased slightly by 12,000 to 9,074,000 in May. Among married men 25-54, employment declined by 10,000 to 3,226,000; for married women 25-54 there was an increase of 1,000 to 1,346,000. For persons 14-24, employment decreased by 10,000 to a level of 2,396,000. Regionally, seasonally adjusted employment decreased for the fourth successive month in the Atlantic region by 7,000, and for the third month in the Prairies by 21,000. For the first time in five months, employment declined in Quebec (19,000) but continued to advance in Ontario (12,000). British Columbia also recorded an increase (9,000).

Seasonally adjusted unemployment increased by 23,000 to 531,000 in May. The level for married men 25-54 was unchanged at 109,000; for married women, it increased slightly (by 2,000) to 44,000. For persons 14-24, the level of unemployment increased by 9,000 to 258,000. By duration, short-term seasonally adjusted unemployment (less than four months) increased by 11,000 to 338,000. Long-term unemployment, four months or more, increased by 13,000 to 189,000.

The seasonally adjusted unemployment rate for Canada increased by 0.2 to 5.5 in May. It increased in all regions except British Columbia. The increases were 1.5 in the Atlantic region, 0.4 in Quebec and the Prairies, and 0.3 in Ontario. The decline in British Columbia was 0.3. For persons 14-24 the rate increased by 0.3 to 9.7 and for persons 25-54 it increased by 0.2 to 3.9.

The seasonally adjusted participation rate declined by 0.1 to 58.1 in May. For women 25 and over the rate increased by 0.1; for men 25 and over it decreased by 0.2; for persons 14-24 it decreased by 0.2. Regionally, increases occurred in Ontario, 0.4, and in British Columbia, 0.3. Decreases occurred in the Atlantic region, 0.2, Quebec, 0.5, and in the Prairies, 0.8.

Seasonally adjusted full-time employment increased by 17,000 for women, but decreased by 14,000 for men. Part-time employment declined for both sexes, 24,000 for men and 12,000 for women.

The unadjusted unemployment rate for students aged 14-24 was 8.1 in May 1974 compared with 7.7 in May 1973, 10.7 in 1972 and 11.0 in 1971.

CONCILIATION

During May the Minister of Labour appointed conciliation officers to deal with the following disputes:

Dominion Catering Limited, Yellowknife, N.W.T., and United Steelworkers of America, Local 803 (Conciliation Officer: G. W. Rogers).

Geo-Security Motorways Ltd., Winnipeg, Man., Teamsters, Locals 79, 990, 395 and 362 (Conciliation Officer: A. E. Koppel).

Kingsway Dalewood Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Canadian Lake Carriers Association, Montréal, Qué., (representing certain member shipping companies) and Canadian Merchant Service Guild (Conciliation Officer: G. R. Doucet).

Canadian Freightways Limited, Calgary, Alta., Loiselle Transport Limited, Vancouver, B.C., and Millar and Brown Limited, Cranbrook, B.C., and Teamsters, Locals 31, 213, 362, 979 and 395 (Conciliation Officer: D. H. Cameron).

Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of ground personnel) (Conciliation Officer: A. A. Franklin).

Radio Joliette Ltée (CJLM), Joliette, Qué., and le Syndicat général des Communications (CSN) Section CJLM (Conciliation Officer: M. Archambault).

Radio Richelieu Ltée (CJSO), Sorel, Qué., and le Syndicat général des Communications (CSN), Section CJSO (Conciliation Officer: M. Archambault).

Conrad Brothers Limited, Dartmouth, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: R. L. Kervin).

Air Canada and Canadian Air Line Pilots Association (Conciliation Officer: R. N. Gray).

Alltrans Express Ltd., Burnaby, B.C., and Teamsters, Locals 362, 213, 979 and 31 (Conciliation Officer: D. H. Cameron).

Chapman Transport Ltd., North Vancouver, B.C., and Teamsters, Locals 31 and 213 (Conciliation Officer: D. H. Cameron).

Midland Superior Express Ltd., Vancouver, B.C., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. H. Cameron).

Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge No. 2309 (representing employees of the Maintenance, Traffic, Operations and Stores Division) (Conciliation Officer: R. N. Gray).

Transair Limited, Winnipeg International Airport, and Canadian Air Line Pilots Association (Conciliation Officer: A. E. Koppel).

Settlements by conciliation officers. Central Mortgage and Housing Corporation (Benny Farm Project), Montréal, Qué., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13946 (Conciliation Officer: M. Archambault) (LG, July, p. 531).

Pacific Western Airlines Ltd., Vancouver, B.C., and Canadian Air Line Flight Attendants Association (Conciliation Officer: D. H. Cameron) (LG, July, p. 531).

Bekins Moving and Storage Company Limited, Vancouver, B.C., and General Truck Drivers and Helpers, Local 31 (representing a unit of office employees) (Conciliation Officer: A. A. Franklin (LG, July, p. 51)).

Canadian Pacific Limited (M.V. "Princess of Acadia"—Bay of Fundy Service), Saint John, N.B., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (LG, July, p. 531).

Canadian Auto Carriers Ltd., St. Boniface, Man., and Thunder Bay, Ont., and General Drivers, Warehousemen and Helpers, Local 979, Chauffeurs, Teamsters, Warehousemen & Helpers, Local 990 (Conciliation Officer: A. E. Koppel) (LG, July, p. 531).

Les Services Menagers Roy Ltée, Montréal, Qué., and le Syndicat général du Cinéma et de la télévision (CSN) (Conciliation Officer: S. T. Payne) (LG, June, p. 443).

Robin Hood Multifoods Ltd., Montréal, Qué., and le Syndicat National des employés de Robin Hood Multifoods Ltd. (Conciliation Officer: J. J. de Gaspé Loranger) (LG, June, p. 443).

St. Charles Transportation Company Limited, Québec City, Qué., and Canadian Merchant Service Guild (Eastern Branch) (Conciliation Officer: M. Archambault) (LG, June, p. 443).

Maple Leaf Mills Ltée, Montréal, Qué., and le Syndicat National des employés de la Meunerie Maple Leaf Mills Ltée (Conciliation Officer: J. J. de Gaspé Loranger) (LG, June, p. 443).

Upper Lakes Shipping Ltd., Toronto and Canadian Maritime Union, Local 401, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae) (LG, June, p. 443).

Canadian Freightways Limited, Calgary, Alta., and TIME-DC Inc., Burnaby, B.C., and Office and Technical Employees Union, Local 15 (Conciliation Officer: G. W. Rogers) (LG, May, p. 382).

MacCosham Van Lines Limited, Calgary, Alta., and General Teamsters Local 362 (Conciliation Officer: A. A. Franklin) (LG, May 383).

Farines Phenix Limitée, Montréal, Qué., and le Syndicat National des employés des Farines Phenix (CSN). (Conciliation Officer: J. J. de Gaspé Loranger) (LG, May, p. 383).

Settlement of disputes in which there was no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing a unit of plant employees) settled with the mediation assistance of H. A. Fisher) (LG, July, p. 532).

Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing a unit of office employees) (settled with the mediation assistance of H. A. Fisher) (LG, July, p. 532).

Canadian Broadcasting Corporation and Service Employees International Union, Locals 204 and 18, (representing a unit of janitors and janitresses in Toronto and Ottawa) (Conciliation Officer: K. Hulse) (LG, May, p. 383).

Conciliation commissioner appointments. Wardair Canada Limited, Edmonton, Alta., and Canadian Air Line Flight Attendants Association (Conciliation Commissioner: Hugh G. Ladner) (LG, July, p. 531).

Eastern Canada Towing Limited, Halifax, N.S. (formerly MIL Tug and Salvage Ltd.) and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of unlicensed personnel) (Conciliation Commissioner: Lorne O. Clarke, Q.C.) (LG, June, p. 443).

Nordair Limited, Montréal International Airport, Dorval, Qué., and Canadian Air Line Pilots Association (Conciliation Commissioner: Perry Meyer) (LG, June, p. 443).

Conciliation commissioner report received. Northland Navigator Company Limited, Vancouver, B.C. and Seafarers' International Union of Canada (Conciliation Commissioner: Prof. Joseph C. Smith) (LG, July, p. 532).

Northland Shipping (1962) Co. Ltd. Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of unlicensed personnel) (Conciliation Commissioner: Prof. Joseph C. Smith) (LG, July, p. 532).

Settlements reached at conciliation commissioner stage. Northern Telephone Limited, New Liskeard, Ont., and Communications Workers of Canada (representing a unit of office, plant, installation and maintenance employees) (settled by parties in direct negotiations prior to the commencement of Conciliation Commissioner hearings) (LG, July, p. 532).

Western Cartage & Storage (1962) Limited, Edmonton, Alta., and General Teamsters, Local 362 (settled by parties in direct negotiations prior to the commencement of Conciliation Commissioner hearings) (LG, June, p. 444).

Strike action following conciliation commissioner procedure. British Yukon Navigation Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Commissioner: Louis Lindholm) (strike terminated on May 27, 1974 with the mediation assistance of D. H. Cameron, D. S. Tysoe and G. W. Rogers).

Appointment of mediators under Sec. 195 of the Canada Labour Code (Part V—Industrial Relations). British Columbia Telephone Company (Clerical Division), Vancouver, B.C., and Federation of Telephone Workers of British Columbia (Mediator: D. S. Tysoe).

Toronto, Hamilton and Buffalo Railway and United Transportation Union (T) (Mediator: M. K. Carson).

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ACCIDENT PREVENTION

1. U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor. Federal mine safety and health amendments of 1973, S2117; bill text, summary, section-by-section analysis, and background material. July, 1973. Washington, G.P.O., 1973. 94p.

ARBITRATION, INDUSTRIAL

2. Barré, Alain. Tableaux analytiques de décisions d'arbitres des griefs du Québec, 1961-1973 [par] Alain Barré, Gilles Grenier [et] Danielle Roy. [Québec, Université Laval, Département des relations industrielles] 1973. 92p.

3. Randolph, Lillian. Third-party settlement of disputes in theory and practice. Dobbs Ferry, N.Y., Oceana Publications, 1973. 335p.

CIVIL RIGHTS

4. U.S. Secretary's Advisory Committee on Automated Personal Data Systems. Records, computers and the rights of citizens; report. Washington, G.P.O., 1973. 346p.

COLLECTIVE AGREEMENTS

5. Bernier, Jean. La protection du revenu dans les conventions collectives au Québec [par] Jean Bernier, avec la collaboration de

Réal Allard et Pierre Dionne. Québec, Direction générale de recherche, Ministère du travail de la main-d'oeuvre, 1973 [i.e. 1974] 324p.

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(in thousands)		
Week ended May 18, 1974		9,676	+ 2.5	+ 3.7
Employed	May	9,152	+ 3.1	+ 3.5
Agriculture.....	"	499	+ 7.3	- 2.7
Non-agriculture.....	"	8,653	+ 2.9	+ 3.9
Paid workers.....	"	8,071	+ 2.9	+ 4.0
At work 35 hours or more.....	"	7,276	+ 18.7	+ 3.0
At work less than 35 hours.....	"	1,499	- 35.2	+ 4.8
Employed but not at work	"	377	- 12.7	+ 9.9
Unemployed	"	524	- 7.7	+ 6.1
Atlantic.....	"	79	- 12.2	+ 16.1
Québec.....	"	203	- 6.01	+ 14.0
Ontario.....	"	139	- 7.3	+ 4.5
Prairie.....	"	45	- 10.0	- 13.5
British Columbia	"	58	- 6.5	- 6.9
Without work and seeking work.....	"	503	- 4.2	+ 6.1
On temporary layoff up to 30 days	"	20	- 53.5	+ 5.1
INDUSTRIAL EMPLOYMENT (1961=100)†	February	137.9	-	+ 6.1
Manufacturing employment (1961=100)†	"	130.8	- 0.2	+ 4.8
IMMIGRATION	Calendar Year 1973	184,200	-	-
Destined to the labour force.....	"	92,228	-	-
STRIKES AND LOCKOUTS				
Strikes and lockouts	April	151	+ 14.4	+ 30.2
No. of workers involved	"	59,921	+ 23.2	+ 149.8
Duration in man days.....	"	619,740	+ 41.9	+ 162.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	February	168.75	+ 1.5	+ 7.9
Average hourly earnings (mfg.)†	"	4.10	+ 1.2	+ 10.2
Average weekly hours paid†.....	"	39.4	- 0.3	- 2.0
Consumer price index (1961=100)	May	164.6	+ 1.7	+ 10.9
Index numbers of weekly wages in 1961 dollars (1961=100)‡ ..	February	135.1	+ 0.3	- 2.0
Total labour income (millions of dollars)†	"	5911.0	+ 0.7	+ 14.1
INDUSTRIAL PRODUCTION†				
Total (average 1961=100)	April	222.4	- 1.1	+ 3.6
Manufacturing.....	"	219.6	- 1.5	+ 3.5
Durables.....	"	251.9	- 1.9	+ 2.7
Non-durables.....	"	194.1	- 1.1	+ 4.9
NEW RESIDENTIAL CONSTRUCTION**				
Starts	April	51,608	-	- 0.4
Completions.....	"	61,111	-	+ 13.8
Under construction	"	163,805	-	+ 1.8

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1969-1974

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1969.....	566	595	306,799	7,751,880	0.46
1970.....	503	542	261,706	6,539,560	0.39
1971.....	547	569	239,631	2,866,590	0.16
1972.....	556	598	706,474	7,753,530	0.43
1973.....	666	712	349,866	5,705,090	0.30
1973: April.....	66	116	23,986	236,520	0.16
May.....	75	139	43,327	523,920	0.31
June.....	63	139	51,372	679,210	0.41
July.....	65	137	74,456	583,940	0.35
August.....	83	167	106,542	1,246,570	0.68
September.....	57	164	112,137	699,660	0.48
October.....	51	144	45,391	491,390	0.29
November.....	40	112	46,177	362,450	0.22
December.....	19	85	62,315	312,140	0.21
1974: January.....	46	99	24,550	285,020	0.17
February.....	55	119	43,411	432,870	0.28
March.....	65	132	48,619	436,610	0.27
April.....	79	151	59,921	619,740	0.38

(Preliminary. † Revised.

STRIKES AND LOCKOUTS, APRIL, 1974, BY INDUSTRY (PRELIMINARY)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Industry.....	—	—	—	—
Manufacturing.....	55	98	4,939	55,270
Construction.....	2	4	4,623	286,810
Transportation & utilities.....	6	13	17,094	80,700
Electricity.....	8	13	2,329	157,840
Finance.....	—	2	16	20,400
Government.....	2	10	378	310
Public administration.....	2	6	780	6,110
All industries.....	79	151	59,921	12,300

STRIKES AND LOCKOUTS, APRIL, 1974, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	3	3	2,120	20,040
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	4	4	1,350	3,890
New Brunswick.....	1	1	1,000	6,040
Quebec.....	26	50	11,153	124,220
Ontario.....	26	46	18,697	186,050
Manitoba.....	—	6	764	6,060
Saskatchewan.....	3	4	4,329	74,290
Alberta.....	2	6	1,872	22,150
British Columbia.....	7	22	1,951	30,070
Federal.....	7	9	16,685	146,930
All jurisdictions.....	79	151	59,921	619,740

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY)

Industry	Employer	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
			April	Accumulated	Termination Date	
Location	Union					Result
Mines						
METAL						
Iron Ore Company of Canada, Labrador City, Nfld.	Steelworkers Loc. 5795 (AFL-CIO/CLC)	2,000	19,800	19,800	Apr. 8 Apr. 21	Contract issues—Settled by mutual agreement.
*Dennison Mines Ltd., Elliott Lake, Ont.	Steelworkers Loc. 5762 (AFL-CIO/CLC)	630	5,670	5,670	Apr. 18 —	Cost of living pay—
Brunswick Mining & Smelting Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	1,000	6,040	6,040	Apr. 22 —	Workers locked out; wages; fringe benefits—
MINERAL FUELS						
Union Gas Limited, Various locations, Southwestern, Ont.	Oil Workers Locs. 9-810 & 798 Chemical Workers Loc. 683 (AFL-CIO/CLC)	1,109	23,290	64,880	Feb. 6 —	Wages, pensions, vacations—
Cardinal River Coal, Hinton, Alberta	Mine Workers Loc. 1656 (CLC)	200	470	470	Apr. 19 Apr. 22	Wages, pension benefits— Return to work pending strike vote.
Manufacturing						
FOOD AND BEVERAGES						
Black Diamond Cheese (Brooke Bond Foods Ltd.), Cannifton, Ont.	Food Workers Loc. P-688 (AFL-CIO/CLC)	200	4,200	5,200	Mar. 25 —	Wages—
Canada Packers, Toronto, Ont.	Food Workers Loc. P-114 (AFL-CIO/CLC)	2,200	8,800	8,800	Apr. 25 Apr. 30	Grievance—Return to work.
Abattoir Berthier Inc., Berthierville, Que.	Commerce Federation (CNTU)	385	190	190	Apr. 30 —	Re-opening negotiations over wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONT.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Termination Date	Major Issues Result
					April	Accumulated			
Quebec Poultry, Saint-Jean Baptiste de Rouville, Que.	Commerce Federation (CNTU)	600	300	300	Apr. 30 —				Re-opening negotiations over wages—
Aliments Flamingo, Sainte-Rosalie, Que.	Commerce Federation (CNTU)	166	80	80	Apr. 30 —				Re-opening negotiations over wages—
Coopérative Avicole Regionale, Saint-Damase, Que.	Commerce Federation (CNTU)	265	130	130	Apr. 30 —				Re-opening negotiations over wages—
RUBBER									
Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers Loc. 133 (AFL-CIO/CLC)	1,200	25,200	51,600	Feb. 28 —				Wages and fringe benefits—
Pervel Ltd., Montreal, Que.	Steelworkers Loc. 7625 (AFL-CIO/CLC)	150	2,550	2,500	Apr. 4 —				Wages and fringe benefits—
Uniroyal, Montreal, Que.	Distillery Workers Loc. 78 (AFL-CIO/CLC)	575	5,180	5,180	Apr. 18 —				Wages—
Goodyear Tire and Rubber Co. of Canada Ltd., Toronto, Ont. and Bowmanville, Ont.	Rubber Workers Locs. 189 & 232 (AFL-CIO/CLC)	2,150	9,110	9,110	Apr. 25 —				Wages and cost of living clause—
Gutta Percha, Farnham, Que.	Rubber Workers Loc. 602 (AFL-CIO/CLC)	110	220	220	Apr. 29 —				Wages—
MACHINISTS									
Bata Engineering, Batawa, Ont.	Machinists Loc. 1788 (AFL-CIO/CLC)	195	590	590	Apr. 26 —				Wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONT.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					April	Accu- mulated	Termination Date	Result
TEXTILES								
	Dominion Textile (3 plants), Valleyfield, Que.		United Tex- tile Workers Locs. 100 & 465 (AFL-CIO/CLC)	1,050	2,100	2,100	Apr. 29 —	Re-opening of negotiations over wages—
WOOD								
	Canadian Forest Products, Hunting-Merritt, B.C.		Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	82,000	Sep. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—
	Northwood (Div. of Northwood Mills Ltd.), Burnaby, B.C.		Carpenters Loc. 1928 (AFL-CIO/CLC)	185	3,240	3,240	Apr. 4 —	Wages, benefits, seniority—
FURNITURE AND FIXTURES								
	Matelas Supreme Inc., Saint-Narcisse, Que.		Building and Wood Workers Federation (CNTU)	110	2,310	8,800	Jan. 8 —	Wages and working conditions—
PAPER								
	Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.		Pulp and Paper Workers Federa- tion (CNTU)	198	3,170	11,090	Feb. 4 Apr. 24	Wages and fringe benefits— Settled.
	Labrador Linerboard Ltd., Stephenville, Nfld.		United Paperworkers Loc. 1093 (AFL-CIO/CLC)	100	200	200	Apr. 3 Apr. 5	Not reported—Not reported.
	Ocean Falls Corpora- tion, Ocean Falls, B.C.		United Paperworkers Loc. 312 (AFL-CIO/CLC)	250	250	250	Apr. 11 Apr. 12	Schedule—Settled by mutual agreement.
	Crestbrook Pulp and Paper Ltd., Skookumchuck, B.C.		Pulp and Paper Workers of Canada Loc. 15 (CCU)	200	1,140	1,140	Apr. 23 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
Location			April		Accu- mulated	Termination Date	Result
PRIMARY METALS							
	Doehler Canada, Guelph, Ont.	U.E., Loc. 553 (CLC)	144	2,300	9,500	Jan. 20 Apr. 18	Wages, term of contract—Settled through mediation; wage increase in two year contract.
	Bundy Tubing of Canada Ltd., Bramalea, Ont.	Auto Workers Loc. 1285 (CLC)	192	3,460	3,460	Apr. 4 —	Wages, fringe benefits—
	Canadian Electrolytic Zinc, Valleyfield, Que.	Steelworkers Loc. 6486 (AFL-CIO/CLC)	406	2,840	2,840	Apr. 20 —	Wages and working conditions—
	Lynn MacLeod Metallurgy Ltd., Thetford Mines, Que.	Steelworkers Loc. 7801 (AFL-CIO/CLC)	125	880	880	Apr. 20 —	Wages, fringe benefits—
NON-FERROUS METALS							
SMELTING AND CASTING							
	Neptune Meters Ltd., Toronto, Ont.	Steelworkers Loc. 3813 (AFL-CIO/CLC)	185	3,890	5,740	Mar. 18 —	Wages, fringe benefits—
	Horton Steel Works Ltd., Fort Erie, Ont.	Steelworkers Loc. 3598 (AFL-CIO/CLC)	124	1,740	2,980	Mar. 18 Apr. 22	Not reported—Not reported.
	Rockwell International, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	200	1,800	3,400	Mar. 20 Apr. 15	Wages—Not reported.
	W.S. Tyler Co. of Canada Ltd., St. Catharines, Ont.	Steelworkers Locs. 6399 & 7484 (AFL-CIO/CLC)	130	2,730	2,730	Apr. 1 —	Wages, fringe benefits—
	Foster Wheeler Ltd., St. Catharines, Ont.	Steelworkers Locs. 6519 & 6595 (AFL-CIO/CLC)	475	6,650	6,650	Apr. 1 Apr. 22	Wages, cost-of-living—Settled by mutual agreement.
	Wire Rope Industries (Canada) Ltd., Pointe-Claire, Que.	Machinists Loc. 1006 (AFL-CIO/CLC)	213	2,980	2,980	Apr. 9 Apr. 29	Wages—Settled by arbitration

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				April	Accumulated	Termination Date	
Location							Result
Hawker Siddeley Industries, Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	170	1,530	1,530	Apr. 18	—	Not reported—
Simonds Canada Saw, Granby, Que.	Steelworkers Federation (CNTU)	346	2,420	2,420	Apr. 20	—	Wages, fringe benefits—
Industrie Saguenay Ltée, Port Alfred, Que.	Steelworkers Federation (CNTU)	120	840	840	Apr. 22	—	Wages, working conditions, dismissal of nine workers—
American Can of Canada Ltd., Hamilton, Ont.	CLC Directly Chartered Loc. 354	600	3,000	3,000	Apr. 23	—	Delay in settlement—
Maritime Steel and Foundries Co., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	120	240	240	Apr. 25 Apr. 29		Worker's demotion—Not reported.
MACHINERY							
Co-operative Implements Limited, Transcona, Man.	Steelworkers Loc. 3960 (AFL-CIO/CLC)	481	480	10,100	Mar. 4 Apr. 1		Wages, cost-of-living formula, job reclassification, other fringe benefits—Settled by mutual agreement.
International Harvester Co. of Canada Ltd., Hamilton, Ont.	Steelworkers Locs. 2868 & 4592 (AFL-CIO/CLC)	1,500	10,500	10,500	Apr. 22	—	Not reported—
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	150	960	960	Apr. 22	—	Wages, union shop—
TRANSPORTATION EQUIPMENT							
United Aircraft of Canada Ltd., Longueuil, Que.	Auto Workers Loc. 510 (CLC)	2,600	54,600	210,600	Jan. 7	—	Against company's refusal to reinstate 21 suspended workers; wages—
Prestolite Company, Toronto, Point Edward and Maple, Ont.	Auto Workers Locs. 252 & 421 & 456 (CLC)	747	15,100	28,250	Mar. 1	—	Wages, fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONT.)

Industry Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			April	Accu- mulated	Termination Date	
Gabriel of Canada Ltd., Toronto, Ont.	Machinists Loc. 1295 (AFL-CIO/CLC)	510	3,570	8,160	Mar. 19 Apr. 10	Wages, fringe benefits—Not reported.
Welles Corp. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	120	2,520	3,120	Mar. 24 —	Wages—
Budd Automotive Co. of Canada Ltd., Kitchener, Ont.	Auto Workers Loc. 1451 (CLC)	1,370	12,330	12,330	Apr. 1 Apr. 15	Not reported—Not reported.
Rockwell International of Canada, Milton and Oshawa, Ont.	Auto Workers Loc. 1067 (CLC)	574	3,340	3,340	Apr. 15 Apr. 24	Wages and fringe benefits— Settled by mutual agreement.
Hawker Siddeley, Trenton Works, Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,000	3,000	3,000	Apr. 18 Apr. 22	Suspension of 70 employees— Return to work.
Volvo Canada Ltd., Halifax, N.S.	Auto Workers Loc. 720 (CLC)	195	390	390	Apr. 23 Apr. 25	Disciplinary action against an employee—Grievance procedure.
National Auto Radiator, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	400	800	800	Apr. 29 —	Not reported— Not reported—
ELECTRICAL PRODUCTS						
Great Lakes Carbon, Berthierville, Que.	Steelworkers Federation (CNTU)	190	1,900	31,350	Aug. 29/73 Apr. 15	Working conditions—Wages increased in a 3-yr. contract, and improved working conditions.
Westinghouse Canada Ltée, Saint-Jean, Que.	U.E., Loc. 560 (CLC)	272	1,360	25,020	Nov. 26/73 Apr. 8	Wages, job evaluation and other provisions—Settled through mediation.
John Inglis Co. Ltd., Toronto, Ont.	Steelworkers Locs. 2900 & 4487 (AFL-CIO/CLC)	970	17,460	17,460	Apr. 5	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Ready Mix Concrete Association, Southern Ontario.	Teamsters Loc. 141 (Ind.)	1,600	16,730	16,730	Apr. 5 Apr. 23	Wages, use of non-union truck drivers—Settled through conciliation.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
	Location			April	Accu- mulated	Termination Date	Result
CHEMICAL PRODUCTS							
	Union Carbide Canada Ltd., Belleville, Ont.	Rubber Workers Loc. 380 (AFL-CIO/CLC)	126	630	2,520	Mar. 11 Apr. 8	Wages—Settled by mutual agreement.
	Celanese Canada Limited, Edmonton, Alta.	Oil Workers Loc. 9-666 (AFL-CIO/CLC)	480	6,720	12,000	Mar. 15 Apr. 22	Wages, hours—Wage increase
	C.I.L. Usine de Salaberry, Nitro, Que.	(CNTU)	383	5,200	5,200	Apr. 12	Suspension of group of workers—
Construction							
	Plastering Association of Toronto, Toronto, Ont.	Plasterers Loc. 48 (AFL-CIO/CLC)	250	5,250		—	Not reported—
	Six insulation contractors, Edmonton, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	153	3,210	12,170	Jan. 3 —	Not reported—
	Saskatchewan Construction Association, Various locations, Sask.	Various unions	4,200	72,200	72,200	Apr. 1 —	Wages—
Transportation and Utilities							
TRANSPORTATION							
	Laval Transit Commission, Laval, Que.	Public Service Employees' Federation (CNTU)	366	2,880	14,640	Feb. 15 Apr. 12	Wages and fringe benefits—Settled through conciliation.
	QUCTC—Quebec Urban Community Transportation Commission, Quebec and area, Que.	Public Service Employees' Federation (CNTU)	440	8,800	16,080	Mar. 9 Apr. 29	Wages, working conditions and fringe benefits—Not reported.

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONT.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					April	Accumulated	Termination Date	
Transport Labour Relations, Vancouver, Richmond and Annacis Island, B.C.	Teamsters Loc. 351 (Ind.)			125	2,630	4,380	Mar. 12 —	Wages, fringe benefits, union jurisdiction—
*Canadian Lake Carriers' Association, Great Lakes, St-Lawrence River.	Seafarers (AFL-CIO/CLC)			200	800	2,800	Mar. 16 Apr. 5	Wages, hours of work—Wage increase, reduction in hours.
*Ministry of Transport, Various airports, Canada.	Public Employees Various locals (CLC)			572	3,760	3,760	Apr. 5 Apr. 26	Wage parity with municipal firefighters—Return of workers following appointment of mediator.
*Shipping Federation of Canada, St. Lawrence River ports.	I.L.A. (AFL-CIO/CLC)			138	1,180	1,180	Apr. 9 Apr. 21	Wages—Not reported.
COMMUNICATION								
*Post Office Department, Various locations, Canada.	Canadian Union of Postal Workers (CLC)			15,000	134,210	134,210	Apr. 10 Apr. 26	Job security with introduction of automation—Return of workers when mediator appointed.
Retail								
Canada Safeway Ltd., Brandon, Man.	Retail Clerks Loc. 832 (AFL-CIO/CLC)			100	2,170	5,840	Feb. 8 —	Wages—
Lucerne Foods Ltd., Calgary, Alta.	Food Workers Loc. 373 (AFL-CIO/CLC)			150	1,800	4,650	Mar. 5 Apr. 18	Wages—Settled by mutual agreement.
Alberta Liquor Control Board, Various locations, Alta.	Civil Service Assn. of Alberta (CLC)			868	6,150	6,150	Apr. 2 Apr. 10	Wages—Return after injunction.
Syndicat de Québec Ltée, Quebec, Que.	Commerce Federation (CNTU)			650	4,550	4,550	Apr. 6 Apr. 18	Wages, benefits—Settled through conciliation.
The Ontario Produce Co. Ltd., Etobicoke & Malton, Ont.	Teamsters Loc. 419 (Ind.)			328	2,950	2,950	Apr. 18 —	Wages, fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1974, (PRELIMINARY) (CONCL'D.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					April	Accu- mulated	Termination Date	Result
Services								
MISCELLANEOUS SERVICES								
	Mortifee Munshaw Ltd., Vancouver, B.C.		Teamsters Loc. 351 (Ind.)	170	3,570	14,280	Jan. 2 —	Not reported—
Public Administration								
LOCAL ADMINISTRATION								
	City of Kamloops, Kamloops, B.C.		Public Employees Loc. 900 (CLC)	275	5,890	12,770	Mar. 1 —	Wages & fringe benefits—
	City of North Bay, North Bay, Ont.		Public Employees Loc. 122 (CLC)	157	160	160	Apr. 30 —	Three lay-offs—

*Federal Jurisdiction

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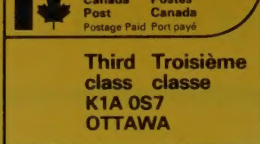
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